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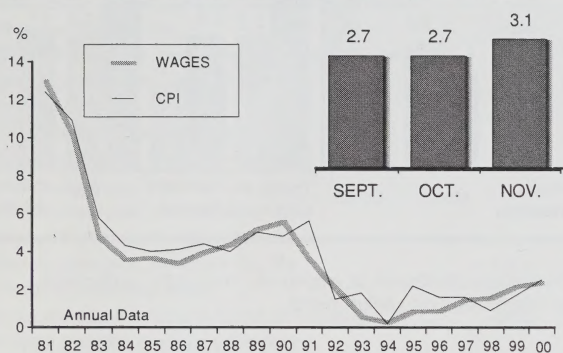
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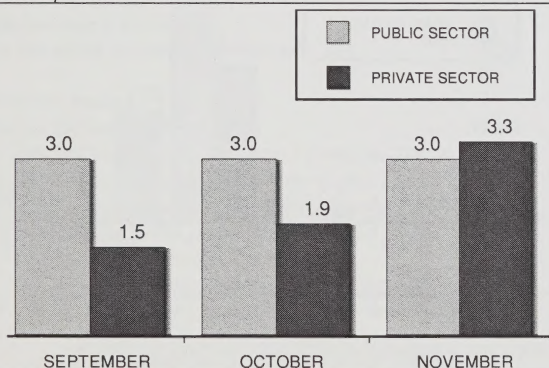
THE WAGE SETTLEMENTS BULLETIN

January 2001
Volume 12, Issue 1

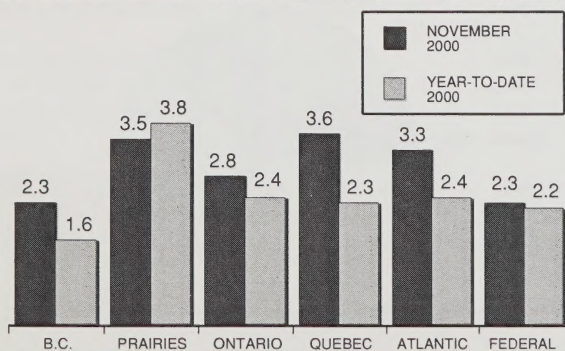
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2000

Major collective bargaining settlements reached in **November 2000** provided base-rate wage increases averaging **3.1 per cent** annually over the contract-term, up from the 2.7 figure in the previous month and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to November 2000 inclusively) averaged 2.4 per cent.

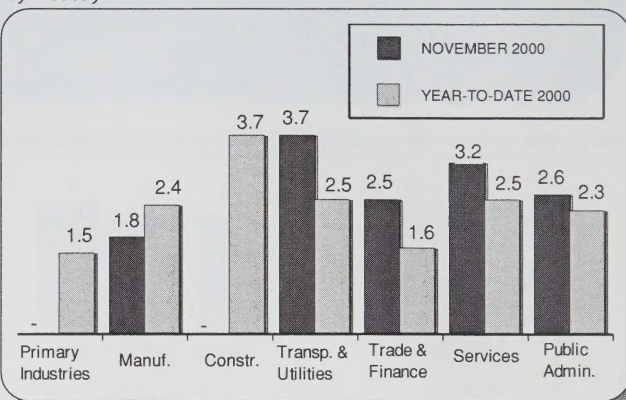
The November 2000 results are based on a review of the 19 settlements reached in the period, with a coverage of 34,430 employees. When the parties to the November 2000 settlements previously negotiated (with contract durations averaging 31 months), the resulting wage adjustments averaged 1.2 per cent, compared to the 3.1 per cent in their current round of settlements.

Private-sector wage adjustments for 5,420 employees in 6 settlements averaged **3.3 per cent**. Wage increases in this sector ranged from a wage freeze for 760 employees with Hub Meat Packers in New Brunswick to a high of 4.9 per cent for 2,480 employees with Entourage Technology Solutions Inc. in Quebec and Ontario. In the **public sector**, wage increases for 29,010 employees in 13 agreements averaged **3.0 per cent**. Wage increases in this sector ranged from a low of 1.2 per cent for 600 office employees with the Kawartha Pine Ridge School Board in Ontario to a high of 5.1 per cent for 1,650 casino employees with the Manitoba Lotteries Corporation.

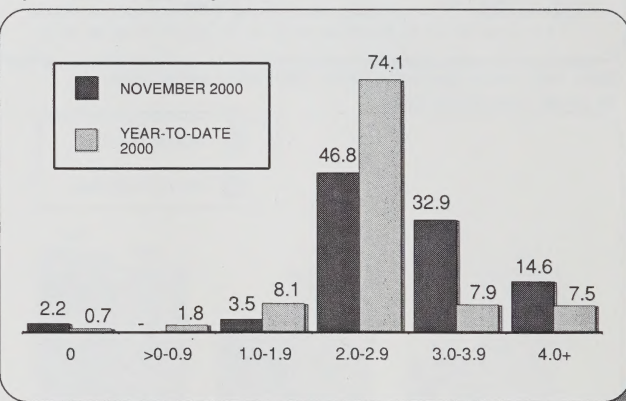
On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, with 11,630 workers (34% of total) in 7 agreements obtaining wage increases averaging 2.8 per cent. In the Prairie provinces, 8,930 employees in 5 agreements average wage increases of 3.5 per cent. In New Brunswick, 6,060 employees in 2 agreements obtained increases averaging 3.3 per cent. In B.C., 4,910 employees in 2 settlements averaged 2.3 per cent and in Quebec, 2,400 employees in 2 agreements averaged wage gains of 3.6 per cent. In the Federal jurisdiction, 500 employees in a single agreement (Waterfront Foremen Employers' Assn.) received a wage increase of 2.3 per cent.

On an industry basis, the largest proportion of employees was in the **services sector**, providing 19,330 employees (56% of all employees) with average annual wage increases of **3.2 per cent**. The largest average wage increase was in **transportation, communication and utilities**; 4 agreements provided 5,280 employees with wage gains averaging **3.7 per cent**. All remaining industry divisions were below the month's 3.1 per cent average. In **public administration**, 2 agreements provided 6,090 employees with wage increases averaging **2.6 per cent**. In **trade and finance**, a single agreement provided 1,290 employees with an average annual wage increase of **2.5 per cent**. In **manufacturing**, 3 agreements provided 2,440 employees with the lowest average wage increases, at **1.8 per cent**. There were no major settlements in **primary industries** and **construction**.

Base rate percentage adjustments from major settlements, by industry

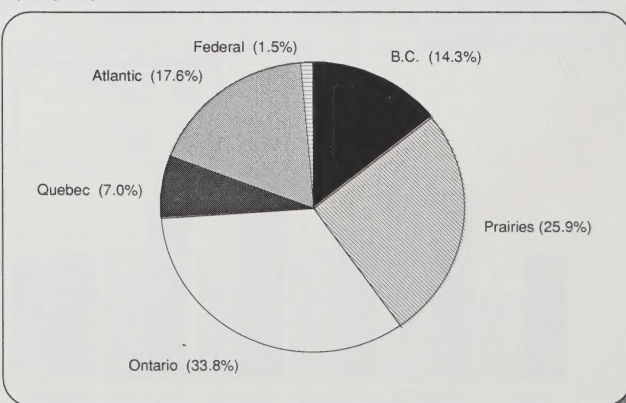


Percentage distribution of employees from major settlements, by size of base rate adjustments



The majority of employees (79.7%) in November received wage increases in the 2.0 to 3.9 per cent range. Within this range, 46.8% of employees recorded wage increases of 2-2.9 per cent and 32.9% of employees obtained increases of 3-3.9 per cent. Moreover, 2.2% of employees had a wage freeze and 3.5% of workers received increases ranging from 1.0 to 1.9 per cent. Less than 15% of employees received wage increases greater than 4.0 per cent.

Percentage distribution of employees in major settlements, by region/jurisdiction



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	6,060
Quebec	2	2,400
Ontario	7	11,630
Prairie provinces	5	8,930
B.C.	2	4,910
Federal	1	500

MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (3 agreements)	2,440	1.8	1.8	32.3	
Aventis Pasteur Limited, plant and maintenance employees, Metropolitan Toronto, Ont.	580	3.0	3.0	36	30/09/03
Hub Meat Packers Ltd., processing employees, Moncton, N.B.	760	0.0	0.0	24	14/10/02
Maple Lodge Farms Ltd., production, Norval, Ont.	1,100	2.5	2.4	36	12/10/03
Transportation, Communication and Other Utilities (4 agreements)	5,280	3.7	4.2	42.8	
Entourage Solutions Technologiques Inc., technical employees, province-wide, Que.	1,110	4.9	5.8	48	30/09/04
Entourage Technology Solutions Inc., technical employees, province-wide, Ont.	1,370	4.9	5.8	48	30/09/04
Manitoba Hydro-Electric Board, service and maintenance employees, province-wide, Man.	2,300	2.7	3.0	36	21/05/03
Waterfront Foremen Employers Association, foremen, Vancouver, B.C.	500	2.3	1.8	48	31/12/02
Trade-Finance (1 agreement)	1,290	2.5	2.5	36	
Société des alcools du Québec, office and clerical employees, province-wide, Que.	1,290	2.5	2.5	36	31/12/02
Community, Business & Personal Services (9 agreements)	19,330	3.2	4.6	35.4	
Board of School Trustees of the Edmonton Catholic Reg. Div. No 40, elementary and secondary teachers, Edmonton, Alta.	1,830	3.4	3.4	12	31/08/01
Government of New Brunswick, nurses, province-wide, N.B.	5,300	3.8	9.5	42	31/12/03
Kawartha Pine Ridge District School Board, office and clerical employees, Peterborough, Ont.	1,200	1.2	0.0	56	31/08/02
Limestone Dist. School Board, elementary teachers, Kingston, Ont.	780	3.5	3.5	12	31/08/01
Limestone Dist. School Board, secondary teachers, Kingston, Ont.	600	3.6	3.6	12	31/08/01
Manitoba Lotteries Corporation, casino employees, Winnipeg, Man.	1,650	5.1	5.9	42	30/09/03
Ont. Council of Regents for Colleges of Applied Arts & Technology, support employees, province-wide, Ont.	6,000	2.5	2.0	36	31/08/03
University of Saskatchewan, professors, Saskatoon, Sask.	900	4.7*	4.1	36	30/06/01
Vancouver Public Library Board, librarians, Vancouver, B.C.	1,070	2.3	2.0	36	31/12/02
Public Administration (2 agreements)	6,090	2.6	2.4	36	
City of Edmonton, inside employees, Edmonton, Alta.	2,250	3.0	3.0	36	28/12/02
City of Vancouver, inside employees, Vancouver, B.C.	3,840	2.3	2.0	36	31/12/02
Agreements with COLA (1 agreement)	900	4.7	4.1	36.0	
Agreements without COLA (18 agreements)	33,530	3.0	3.9	36.5	
All agreements (19 agreements)	34,430	3.1	3.9	36.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999		2000			Year to	2000		
				3	4	1	2	3	date*	Sep	Oct	Nov
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.4	2.7	2.7	3.1
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.5	3.2	2.8	3.0
COLA	1.8	2.7	3.4	3.9	4.3	2.2	2.4	1.8	2.2	1.3	1.2	4.7
First Year Adjustment	1.1	1.4	1.9	1.9	3.0	2.0	2.6	2.4	2.3	2.3	2.8	3.9
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.3	3.2	3.0	3.9
COLA	1.7	2.5	3.4	3.8	4.7	2.5	2.8	1.0	2.2	0.4	0.7	4.1
Industries												
Primary Industries	1.9	1.1	2.2	1.6	2.4	-	1.3	-	1.5	-	2.3	-
Manufacturing	2.3	1.4	3.4	3.4	4.4	2.5	2.9	2.2	2.4	3.6	2.0	1.8
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.6	3.7	-	-	-
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	2.1	2.5	1.4	2.3	3.7
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.6	1.0	1.1	2.5
Services	1.0	1.4	1.8	2.5	2.3	2.2	3.6	2.9	2.5	3.4	3.4	3.2
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.3	2.6	2.4	2.6
Jurisdictions												
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	2.4	-	2.1	-
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	2.4	-	-	-
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.5	2.8	-	-	3.3
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.6	2.8	2.3	3.1	3.3	3.6
Ontario	1.1	1.6	2.1	3.2	3.7	2.5	2.3	2.2	2.4	2.5	2.4	2.8
Manitoba	1.1	1.4	2.5	2.2	2.3	2.5	2.2	2.4	2.5	2.4	-	3.7
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	3.6	-	3.6	4.7
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	4.5	3.1	3.5	3.2
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	1.6	1.5	2.2	2.3
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.4	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.2	3.5	2.4	2.3
Public Sector	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.6	2.5	3.0	3.0	3.0
Private Sector	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	2.3	1.5	1.9	3.3
Consumer Price Index	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	2.7	2.7	2.8	3.2

*January to November data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Quebec	Quebec Provincial Police Association	4,420	Dec. 00
•Montreal Urban Community	MUC Police Assn.	4,160	Dec. 00
•Alcan	various unions	4,280	Dec. 00
•Government of N.W.T.	PSAC	2,520	Dec. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	120,630	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01

Private Sector

•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	6,800	B/TENT	Dec. 00
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Quebec Cartier Mining	Steelworkers	2,130	Feb. 01
•City of Montreal	CUPE	1,600	Feb. 01
•General Electric (Ont.)	CEP	700	Feb. 01
•Ford Electronics	IAMAW	1,500	Jan. 01
•Toronto Hydro	CUPE	1,600	Jan. 01

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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Conversion to a Modified NAICS 1997 (North American Industry Classification System)

The Workplace Information Directorate (WID) will be converting its definition of industrial structure from Statistic Canada's 1971 Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS). NAICS is a classification system developed by the statistical agencies of Canada, Mexico and the United States to provide common definitions on the industrial structure of the three economies.

The former Labour SIC system contained 7 large industry sector divisions, defined by a three digit code. The new NAICS consists of 20 sectors, 99 subsectors, 321 industry groups, 734 industries and 921 national industries defined by a code reflected in two to six-digit levels. For analytical purposes, the Workplace Information Directorate (WID) determined there were far too many industry

sectors within the NAICS structure to report its data. Using the NAICS framework, the 20 larger sectors were regrouped into 11 large industry sectors. All publications in WID, will report and publish data using the following restructured 11 industry divisions devised within the framework of the North American Industry Classification System (see following page). Statistical data can be made available under the old SIC system by special request to the Client Services section of the Workplace Information Directorate. The same information can also be compiled and re-sorted under the original NAICS structure.

The new industry format in the wage data series will commence with the January 2001 data to be published in March 2001.

A. Current Industry Sectors Using the SIC system (1971)

- | | |
|----------------|---|
| 1. (031 - 099) | Primary Industries |
| 2. (100 - 399) | Manufacturing |
| 3. (400 - 499) | Construction |
| 4. (500 - 599) | Transportation, Communication and Other Utilities |
| 5. (600 - 799) | Trade and Finance |
| 6. (800 - 899) | Community, Business and Personal Services |
| 7. (900 - 999) | Public Administration |

B. Industry Sectors Under NAICS (1997)
(North American Industry Classification System, 20 sectors at the two-digit level)

- (11) - Agriculture, forestry, fishing and hunting
- (21) - Mining and Oil and Gas Extraction
- (22) - Utilities (electric power, gas distribution, water supply, sewage...)
- (23) - Construction
- (31 to 33) - Manufacturing
- (41) - Wholesale Trade
- (44, 45) - Retail Trade
- (48, 49) - Transportation (postal services, couriers, warehousing and storage)
- (51) - Information and Cultural Industries (publishing, broadcasting, telecommunications, information services)
- (52) - Finance and Insurance
- (53) - Real Estate and Rental and Leasing
- (54) - Professional, Scientific and Technical Services (advertising, translation, veterinary services..)
- (55) - Management of Companies and Enterprises
- (56) - Administrative and Support, Waste Management and Remediation Services (employment and travel agencies, security guard services, business support services)
- (61) - Educational Services
- (62) - Health Care and Social Assistance
- (71) - Arts, Entertainment and Recreational Services
- (72) - Accommodation and Food Services
- (81) - Other Services (barber shops, funeral homes, dry cleaning, photo finishing, parking lots)
- (91) - Public Administration (federal, provincial and municipal administration)

C. NAICS - LABOUR
(20 NAICS sectors regrouped into 11 new industry sectors)

- 1. (11 + 21) Primary Industries
- 2. (22) Utilities
- 3. (23) Construction
- 4. (31 to 33) Manufacturing
- 5. (41 to 45) Wholesale and Retail Trade
- 6. (48 + 49) Transportation
- 7. (51) Information and Cultural Industries
- 8. (52 to 56) Finance, Real Estate, Management Services
- 9. (61 + 62) Education, Health and Social Services (predominantly public sector services)
- 10. (71 to 81) Accommodation, Food, Recreational Services (predominantly private sector...)
- 11. (91) Public Administration



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THE WAGE SETTLEMENTS BULLETIN

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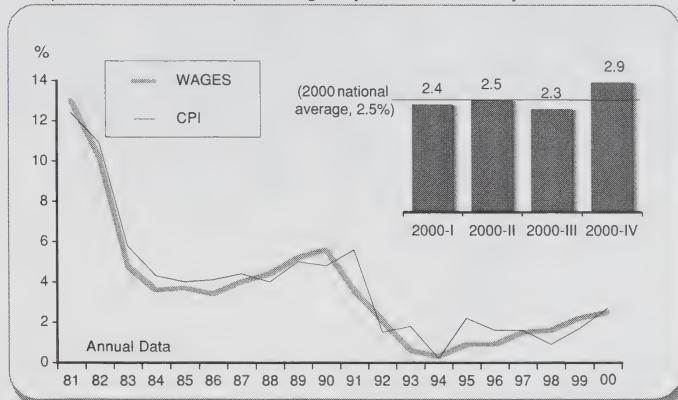
Major collective bargaining settlements reached in the year **2000** provided base-rate wage adjustments averaging **2.5 per cent** annually over the contract-term, an increase from the 2.2 per cent average for the year 1999.

The results for the year 2000 are based on a review of 357 agreements covering 1,039,200 employees.

The average wage adjustment in the year 2000 was above the average in contracts they replaced. When the parties to the year 2000 settlements last negotiated, the resulting wage adjustments averaged only 1.4 per cent, compared to the 2.5 per cent adjustment in their year 2000 contracts.

Wage increases have risen moderately but steadily since the record low 0.3 per cent average annual adjustment recorded in 1994. The average rose slightly to 0.9 per cent in 1995 and 1996, then to 1.5 per cent in 1997, to 1.7 per cent in 1998 and to 2.2 per cent in 1999. The 2.5 per cent

Perspective on base rate percentage adjustments from major settlements



gain in the year 2000 however, remains well below the annual peak of 5.6 per cent recorded in 1990.

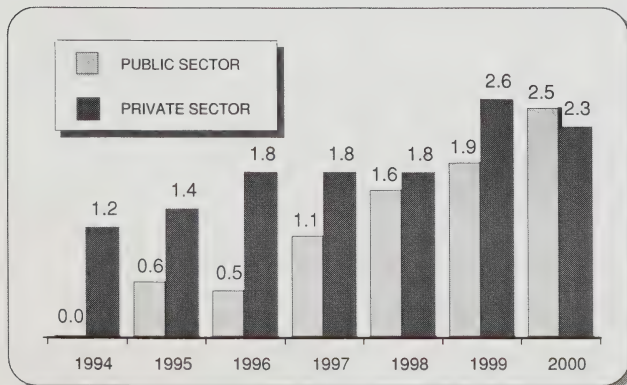
Also since 1994, only in 1998 and 1999, have average wage adjustments been above the year-over-year rise in the Consumer Price Index (CPI). For the year 2000, average wage adjustments (2.5 per cent), returned to a level below the year-over-year rise in the CPI (2.7 per cent).

The last decade has seen an increase in contracts of longer duration. Contract-duration averaged 35.3 months in the year 2000, the second longest in any year since the wage-settlements series commenced in 1978 (the longest was in 1999 at 36.4 months). In 1978, the average length of contract duration was 18.9 months. While longer-duration contracts have occurred in both sectors since 1995, private-sector settlements have been of longer average duration than those in the public sector. In the year 2000, public sector contract-duration averaged 34 months compared to 43 months in the private sector.

Public and Private Sectors by Jurisdiction

An overall rise in average wage adjustments to 2.5 per cent in the year 2000 resulted despite the movements in opposite directions in the public and private sectors. In the **public sector**, wage adjustments averaged **2.5 per cent** for 880,160 employees in 267 settlements, an increase from the 1.9 per cent average adjustment in that sector in 1999. In the **private sector**, wage adjustments in the year 2000 for only 159,040 employees in

Base rate adjustments by public/private sector, in 1994-2000



Le Bulletin est disponible également en français.

90 settlements, averaged **2.3 per cent**, down from an average of 2.6 per cent in 1999. Throughout the 1990's, private-sector wage gains had remained above those in the public sector.

The majority of major settlements (75%) and the largest concentration of employees (85%) covered in the year 2000, were in the public sector. One of the largest average annual wage increases in the public sector was recorded in Alberta at 4.4 per cent (35 agreements covering 63,870 employees). Excluding the Alberta public-sector agreements from the wage series, wage adjustments in the remaining settlements would average 2.3 per cent (both public sector and all agreements). The Alberta public-sector adjustments exerted some upward pressure on the public-sector and the aggregate wage figures.

In the federal public sector, 23 agreements provided 210,460 employees with wage increases averaging 2.2 per cent. In Quebec, 76 public-sector agreements provided 323,740 employees with wage increases averaging 2.3 per cent and in Ontario 75 public-sector agreements provided 175,140 employees with wage gains averaging 2.5 per cent. The smallest public-sector adjustment was recorded in British Columbia at 1.4 per cent (24 agreements covering 38,370 employees). (See the Table B on page 7 which provides

Distribution of employees by size of wage adjustment

Increase Range	2000			
	# of agts.	% of agts.	# of empls.	% of empls.
0%	6	1.7	6,590	0.6
>0%-0.9%	17	4.8	20,750	2.0
1.0%-1.9%	40	11.2	82,600	7.9
2.0%-2.9%	205	57.4	758,000	72.9
3.0%-3.9%	45	12.6	87,370	8.4
4.0%-4.9%	30	8.4	51,970	5.0
5.0%-5.9%	7	2.0	14,590	1.4
6.0%-6.9%	1	0.3	6,410	0.6
7.0% and over	6	1.7	10,920	1.1
All levels	357	100.0	1,039,200	100.0

a perspective on wage gains from major collective bargaining settlements in the public and private sectors by jurisdiction.)

In the private sector, agreements ranged from a wage freeze in 2 settlements (Laurentian Bank and Hub Meat Packers) to 5.0 per cent in a single agreement (Ontario Sheet Metal and Air Handling Group). By province, the largest private-sector average wage adjustment was in Alberta at 4.8 per cent which resulted from a single major agreement (Calgary Laboratory Services). The lowest average wage adjustment was in New Brunswick at 1.4 per cent (6 agreements covering 3,740 employees).

Distribution by Size of Wage Adjustment

The low incidence of wage freezes and wage cuts continued in 2000, where 0.6 per cent of all employees in the year's 357 settlements were subject to wage freezes and rollbacks. In contrast, 926,700 employees in 237 settlements reached in 1993 were subject to wage freezes and wage cuts, constituting two-thirds of all employees in the 518 settlements reached in that year.

The vast majority of employees in 2000, received increases in the 2.0 to 2.9 per cent range (73%); 10.5% of all employees received wage adjustments below 2.0 per cent and 16.5 per cent received increases of 3.0 per cent and over.

Wage Adjustments (%) and Increases in the CPI (%), 1994 to 2000

	1994	1995	1996	1997	1998	1999	2000
<u>The CPI</u>	0.2	2.2	1.6	1.6	0.9	1.7	2.7
<u>Wage Increases</u>							
All Industries	0.3	0.9	0.9	1.5	1.7	2.2	2.5
Public Sector	0.0	0.6	0.5	1.1	1.6	1.9	2.5
Private Sector	1.2	1.4	1.8	1.8	1.8	2.6	2.3
Manufacturing Sector	2.0	2.2	2.8	2.3	1.5	3.3	2.4

In comparison, in 1999, a larger proportion of employees received wage adjustments at the lower end of the wage scale (50.7% of all employees received wage adjustments below the 2.0 per cent level in 1999). Only 24.7% of all employees received increases in the 2.0 to 2.9 per cent range and 24.6% of all employees received wage gains of 3.0 per cent and over.

Wage Adjustments by Industry

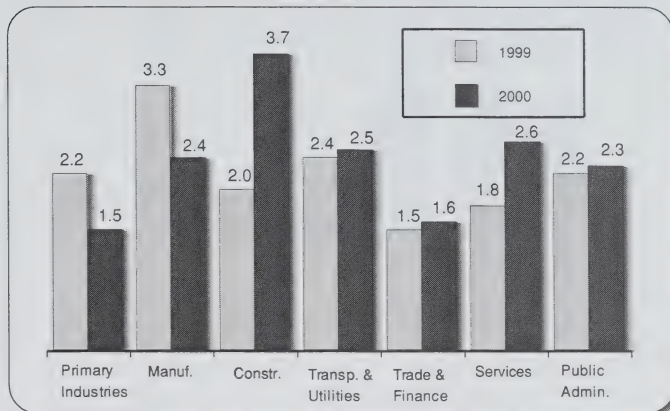
On an industry basis, the largest concentration of employees was in the **services sector** (47% of all employees); this was due to the large number of public sector settlements in the education and health sub-sectors across the country. Wage increases in the services sector averaged **2.6 per cent**, which was just a fraction above the national average.

The largest average wage increase in the year 2000 was in the **construction sector**, at **3.7 per cent**. However, this sector had relatively few settlements and a low coverage of 8,600 employees. The size of the average wage adjustment in this sector was largely a result of the Ontario Sheet Metal and Air Handling Group settlement, providing 5,000 workers with wage gains of 5.0 per cent.

In **Transportation, Communications and other Utilities**, wage adjustments in 2000 averaged **2.5 per cent** for 118,430 employees. The majority of employees covered in these settlements (57%) were in the Federal jurisdiction; they received an average wage adjustment of 2.2 per cent.

All remaining industry sector figures were below the national average of 2.5 per cent. For 66,410 employees in **manufacturing**, wage adjustments averaged **2.4 per cent**. Of these, 24,070

Base rate increases in 2000 settlements, by industry



were in Ontario with an average adjustment of 2.6 per cent, while 21,550 employees in B.C. received wage increases averaging 2.0 per cent and 15,370 in Quebec received increases averaging 2.7 per cent.

In **public administration**, 297,560 employees (29% of all employees) received wage adjustments averaging **2.3 per cent** in settlements reached in 2000. Of these, 15 federal public sector agreements accounted for 51% of employees covered in this jurisdiction; wage increases for these averaged 2.1 per cent.

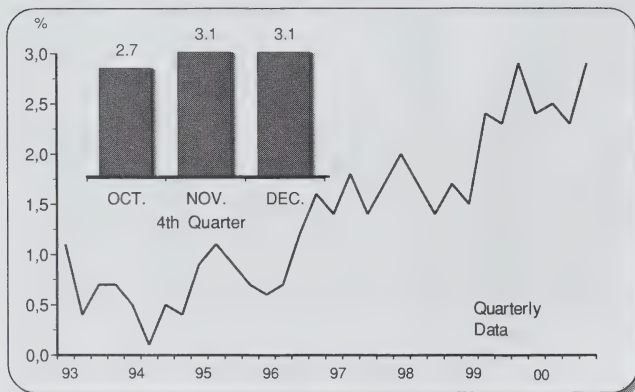
Wage adjustments in the **trade sector** in 2000 averaged 1.6 per cent for 54,120 employees. The majority (76%) of employees covered in these contracts were in Ontario.

The smallest average increase in wage adjustments was recorded in **primary industries** at **1.5 per cent**. There were only 3 settlements in this sector in the year 2000, covering 4,870 employees (0.5% of all employees).

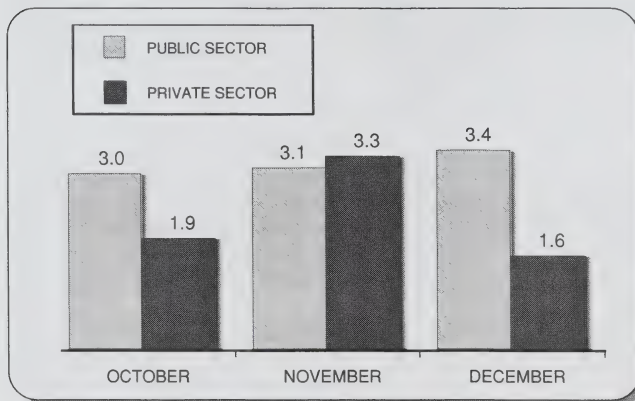
Base rate adjustments by industry - 1998-2000

Industry	1998		1999		2000	
	wage(%)	empls.	wage(%)	empls.	wage(%)	empls.
Primary Industries	1.1	1,790	2.2	6,710	1.5	4,870
Manufacturing	1.5	85,100	3.3	103,920	2.4	66,410
Construction	2.4	95,970	2.0	97,830	3.7	8,600
Transp./Comm./Utilities	1.9	83,930	2.4	136,200	2.5	118,430
Trade & Finance	1.6	26,800	1.5	18,410	1.6	54,120
Service Industries	1.4	377,240	1.8	313,200	2.6	489,210
Public Administration	1.8	247,800	2.2	144,420	2.3	297,560
All Industries	1.7	918,630	2.2	820,690	2.5	1,039,200

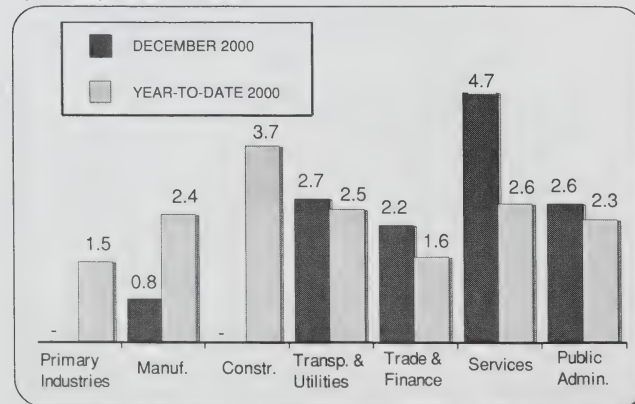
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry



DECEMBER 2000 DATA

Base-rate wage increases from major collective bargaining settlements ratified in **December of the year 2000**, averaged **3.1 per cent** annually over the contract-term, the same figure as in November, but larger than the 2.5 per cent annual average in 2000.

The December results are based on a review of only 19 settlements reached in the period, with a coverage of 29,620 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9 per cent, compared to the 3.1 per cent gain in their most recent settlements.

Employee coverage in December was primarily in the public sector (85% of all employees). Wage adjustments for 25,190 employees in 16 **public-sector** settlements averaged 3.4 per cent; the relatively larger increases resulted primarily from settlements in the education sector. In the **private sector**, 3 settlements reached in December provided wage adjustments averaging 1.6 per cent for 4,430 employees.

On an industry basis, the largest proportion of employees was in **public administration** with 13,020 employees (44% of all employees) in 6 agreements; wage increases averaged 2.6 per cent. The largest increase was recorded in the **services** sector; 7 agreements provided 9,770 employees with wage gains averaging 4.7 per cent (6 of which are within the education sub-sector). The smallest increase was in **manufacturing** with wage increases averaging 0.8 per cent (2 agreements covering 2,950 employees). In the **transportation, communications and utilities** sector increases averaged 2.7 per cent (2 agreements covering 2,480 employees) and in the **trade** sector increases averaged 2.2 per cent (2 agreements, 1,400 employees). There were no settlements in **primary industries** and **construction**.

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	10.4	1	770
Quebec	2.4	6	13,790
Ontario	4.6	2	2,500
Prairie provinces	3.4	6	7,100
British Columbia	2.3	2	1,940
Multi-province	3.2	1	2,520
Federal	2.3	1	1,000

MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (2 agreements)	2,950	0.8	2.5	36.0	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,450	0.8	2.5	36.0	31/12/03
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	500	0.8	2.5	36.0	31/12/03
Transportation, Communication and Other Utilities (2 agreements)	2,480	2.7	2.8	36.0	
AT&T Canada Long Distance Services Company, telephone operators, Canada-Wide	1,000	2.3	2.5	36.0	31/12/03
City of Edmonton, bus drivers, Edmonton, Alta.	1,480	3.0	3.0	36.0	28/12/02
Trade & Finance (2 agreements)	1,400	2.2	2.2	36.0	
Liquor Board of Saskatchewan, office and clerical employees, province-wide, Sask.	700	2.0	2.0	36.0	31/03/01
Manitoba Liquor Control Commission, administrative services employees, province-wide, Man.	700	2.3	2.3	36.0	31/03/03
Community, Business & Personal Services (7 agreements)	9,770	4.7	3.9	28.3	
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	500	3.4	3.4	12.0	31/08/01
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,900	5.0	5.0	12.0	31/08/01
McGill University, office and clerical employees, Montréal, Que.	1,400	5.1	4.6	24.0	30/11/02
Memorial University of Newfoundland, professors, St. John's, Nfld.	770	10.4	2.0	36.0	31/08/02
Southern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Calgary, Alta.	720	3.9	3.8	36.0	30/06/02
Station Mont Tremblant, Société en commandite, hotel or restaurant employees, Mont-Tremblant, Que.	1,480	3.0	3.0	60.0	31/10/05
University of Alberta, administrative and support employees, Edmonton, Alta.	3,000	4.0	4.0	24.0	31/03/02
Public Administration (6 agreements)	13,020	2.6	1.7	38.5	
City of New Westminster, inside and outside employees, New Westminster, B.C.	740	2.3	2.0	36.0	31/12/02
City of Surrey, inside employees, Surrey, B.C.	1,200	2.3	2.0	36.0	31/12/02
Government of Quebec, police officers, province-wide, Que.	3,800	2.2	1.5	48.0	30/06/02
Government of the Northwest Territories, office and clerical employees, territory-wide, N.W.T.	2,520	3.2	4.0	24.0	31/03/02
Montreal Urban Community, police officers, Montréal, Que.	4,160	2.5	0.0	40.0	30/04/02
Niagara Regional Police Services Board, police officers, Niagara Region, Ont.	600	3.4	3.3	36.0	31/12/02
Agreements with COLA (0 agreement)	-	-	-	-	
Agreements without COLA (19 agreements)	29,620	3.1	2.6	34.6	
All agreements (19 agreements)	29,620	3.1	2.6	34.6	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Table A

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2000		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	2.7	3.1	3.1
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	3.0	2.8	3.1	3.1
COLA	2.7	3.3	2.2	2.2	2.4	1.8	1.9	1.2	3.8	-
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	2.8	3.9	2.6
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.2	3.0	3.9	2.6
COLA	2.5	3.4	2.2	2.5	2.8	1.0	1.4	0.7	3.3	-
Industries										
Primary Industries	1.1	2.2	1.5	-	1.3	-	2.3	2.3	-	-
Manufacturing	1.5	3.3	2.4	2.5	2.9	2.2	1.4	2.0	1.8	0.8
Construction	2.4	2.0	3.7	3.9	-	2.6	-	-	-	-
Transp. & Communication	1.9	2.4	2.5	2.6	2.3	2.1	2.8	2.3	3.7	2.7
Trade-Finance	1.6	1.5	1.6	2.0	1.8	1.5	1.6	1.1	2.5	2.2
Services	1.4	1.8	2.6	2.2	3.6	2.9	3.6	3.4	3.3	4.7
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.5	2.4	2.6	2.6
Jurisdictions										
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	2.1	-	10.4
Prince Edward Island	2.1	2.7	2.4	-	2.4	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.5	3.3	-	3.3	-
Quebec	1.0	1.6	2.3	2.3	2.7	2.8	2.7	3.3	3.6	2.4
Ontario	1.6	2.1	2.4	2.5	2.3	2.2	2.9	2.4	3.0	4.6
Manitoba	1.4	2.5	2.5	2.5	2.2	2.4	3.5	-	3.7	2.3
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6	3.6	4.7	2.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.5	3.2	3.7
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.3	2.2	2.3	2.3
Multi-Province	1.5	2.2	2.6	2.6	1.8	2.7	3.2	-	-	3.2
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	2.4	2.3	2.3
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.0	3.1	3.4
Private Sector	1.8	2.6	2.3	2.8	2.3	1.9	2.2	1.9	3.3	1.6
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.8	3.2	3.2

Data for the current month are preliminary.

Table B

**WAGE INCREASES FROM MAJOR SETTLEMENTS, BY PUBLIC-
PRIVATE SECTORS AND JURISDICTION**
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			
				1	2	3	4
	%	%	%	%	%	%	%
All Sectors							
Canada	1.7	2.2	2.5	2.4	2.5	2.3	2.9
Atlantic	2.1	2.0	2.6	2.1	2.5	2.5	3.9
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3
P.E.I.	2.1	2.7	2.4	-	2.4	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.5	3.3
Quebec	1.0	1.6	2.3	2.3	2.7	2.8	2.7
Ontario	1.6	2.1	2.4	2.5	2.3	2.2	2.9
Prairies	2.4	3.0	3.8	3.6	5.1	2.6	3.5
Manitoba	1.4	2.5	2.5	2.5	2.2	2.4	3.5
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5
B.C.	0.8	0.8	1.7	0.6	0.7	1.9	2.3
Multi-Prov	1.5	2.2	2.6	2.6	1.8	2.7	3.2
Federal	2.1	2.8	2.2	2.2	2.0	3.0	2.4
Public Sector							
Canada	1.6	1.9	2.5	2.3	2.5	2.6	3.1
Atlantic	2.1	1.8	3.0	2.2	2.7	-	4.4
Newfoundland	1.3	1.3	5.3	-	2.3	-	6.3
P.E.I.	2.1	2.9	2.4	-	2.4	-	-
Nova Scotia	3.0	2.3	2.2	2.2	-	-	-
New Brunswick	1.5	3.1	3.5	1.5	3.0	-	3.8
Quebec	1.2	1.7	2.3	2.3	2.3	2.2	2.9
Ontario	1.3	1.5	2.5	2.5	2.2	2.9	3.1
Prairies	2.2	2.9	3.8	3.6	5.1	2.6	3.5
Manitoba	1.2	2.5	2.5	2.0	2.2	2.4	3.5
Saskatchewan	1.8	2.3	3.5	2.0	-	-	3.6
Alberta	2.6	3.7	4.4	3.8	5.9	3.0	3.5
B.C.	0.7	0.6	1.4	0.6	0.7	1.6	2.3
Multi-Prov	1.0	1.9	2.9	2.6	-	-	3.2
Federal	2.2	2.7	2.2	2.1	2.1	3.4	2.4
Private Sector							
Canada	1.8	2.6	2.3	2.8	2.3	1.9	2.2
Atlantic	1.8	2.2	1.8	2.0	1.7	2.5	0.0
Newfoundland	1.9	2.3	2.4	2.4	-	-	-
P.E.I.	-	2.3	-	-	-	-	-
Nova Scotia	1.8	1.9	1.7	1.7	-	-	-
New Brunswick	1.6	2.3	1.4	1.5	1.7	2.5	0.0
Quebec	1.0	1.6	2.9	3.0	3.3	3.8	2.2
Ontario	2.0	3.3	2.2	2.7	2.4	1.4	2.3
Prairies	3.2	3.8	3.8	3.8	-	-	-
Manitoba	1.6	2.9	3.0	3.0	-	-	-
Saskatchewan	1.1	0.8	-	-	-	-	-
Alberta	4.5	5.1	4.8	4.8	-	-	-
B.C.	1.5	1.3	2.0	-	-	2.0	2.0
Multi-Prov	1.7	2.8	2.1	-	1.8	2.7	-
Federal	1.7	2.8	2.2	4.4	1.6	2.6	2.3

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	PSAC	4,610	Jan. 01
•CP Rail	USWA	1,210	Jan. 01
•Sask Power	IBEW	1,340	Jan. 01

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	115,100	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B/CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
Private Sector				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	5,590	B/TENT	Dec. 00
•Falconbridge	CAW	1,260	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	16,710	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt of Newfoundland & Labrador	various unions	15,170	Mar. 01
•City of Montreal	CUPE	1,600	Feb. 01
•Ontario Hydro	CUPE	4,000	Mar. 01
•Ontario Hospitals	nurses	38,000	Mar. 01
•Canada Safeway	UFCW	10,500	Mar. 01
•Alberta Health	nurses	17,850	Mar. 01
•Govt of British Columbia	BCGEU	30,000	Mar. 01

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or

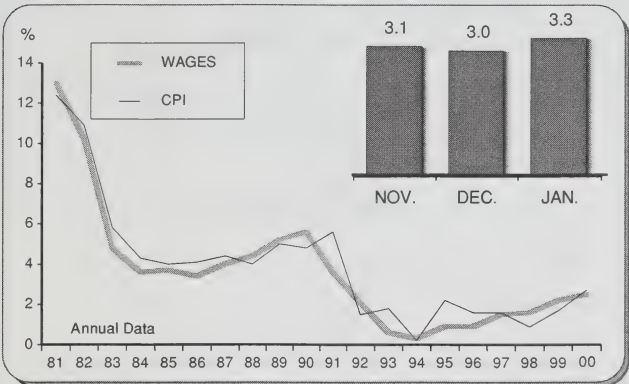
E-mail: wid-imt@hrdc-drhc.gc.ca
Internet: <http://labour.hrdc-drhc.gc.ca>

THE WAGE SETTLEMENTS BULLETIN

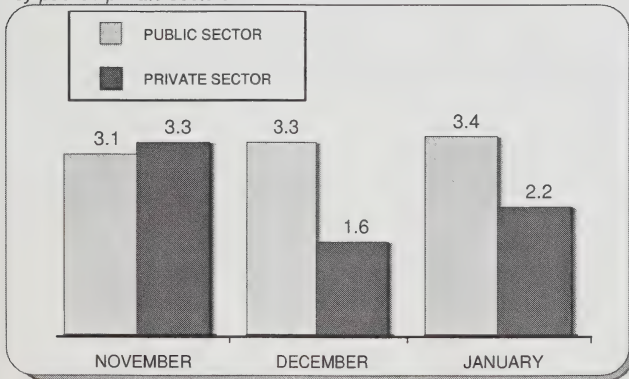
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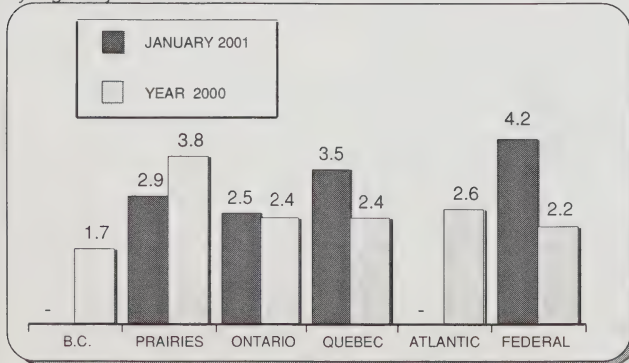
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for January 2001

Major collective bargaining settlements reached in **January 2001** provided base-rate wage increases averaging **3.3 per cent** annually over the contract-term. This was up from the 3.0 per cent average in the previous month, and the 2.5 per cent average for 2000 as a whole.

The January 2001 results are based on a review of only 12 settlements reached in the period, with a coverage of 18,700 employees. Last year, the monthly coverage on average was approximately 87,229 employees in 31 agreements.

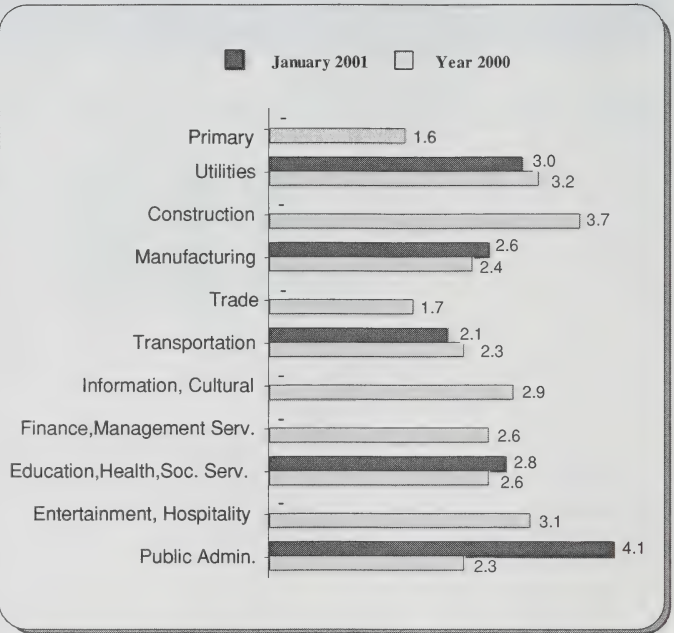
When the parties to the January 2001 settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 1.7 per cent, compared to the 3.3 per cent in their current round of settlements and a current average contract duration of 29 months.

Private-sector wage adjustments for 1,710 employees in only two settlements averaged **2.2 per cent**, up from the 1.6 per cent figure reached in the previous month, and down fractionally from the average of 2.3 per cent for the year 2000. In the **public sector**, wage increases for 16,990 employees in 10 agreements averaged 3.4 per cent, just a fraction above the previous month's figure of **3.3 per cent**, and up from last year's average of 2.5 per cent.

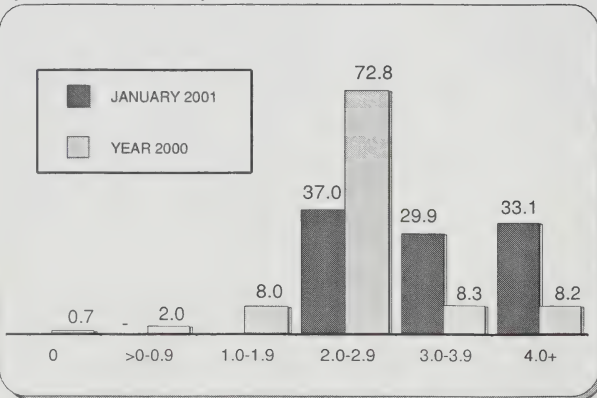
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Federal jurisdiction at 4.2 per cent (2 agreements); Quebec at 3.5 per cent (2 agreements) the Prairie provinces at 2.9 per cent (5 agreements); Ontario at 2.5 per cent (3 agreements). There were no settlements in the Atlantic provinces and British Columbia.

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest increase was in **public administration** as 3 agreements provided 8,300 employees with wage adjustments averaging **4.1 per cent**. The second largest increase was in the **utilities** sector with a single agreement providing 1,340 employees with a wage gain averaging **3.0 per cent**. In the **education** sector, 5 agreements provided 6,210 employees with wage increases averaging **2.8 per cent**. In **manufacturing**, a single agreement provided 500 employees with an average annual increase of **2.6 per cent**. In the **transportation** sector, 2 agreements provided 2,350 employees with the smallest industry-division wage gains averaging **2.1 per cent**. There were no major settlements in the remaining industrial sectors.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for January 2001

	Agreements	Employees
Atlantic provinces	-	-
Quebec	2	1,340
Ontario	3	4,070
Prairie provinces	5	6,730
B.C.	-	-
Federal	2	6,560

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2000		
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.1	3.0	3.3
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.1	3.0	3.4
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	3.7	-	2.1
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	3.9	2.6	4.0
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	3.9	2.6	4.1
COLA	2.4	3.4	2.3	2.5	3.0	1.1	1.7	3.2	-	2.3
Industries										
Primary	1.1	2.2	1.6	-	1.5	-	2.3	-	-	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.7	2.6	3.0
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.6	2.1	0.8	2.6
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	2.5	2.2	-
Transportation	2.1	2.8	2.3	2.3	2.2	1.7	2.4	2.3	3.0	2.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	4.1	2.3	-
Finance, Management Services	0.8	2.5	2.6	2.0	1.9	2.8	-	-	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.6	3.2	5.0	2.8
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	5.1	3.0	-
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	2.6	2.4	4.1
Jurisdictions										
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	10.4	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	3.3	-	-
Quebec	1.1	1.6	2.4	2.3	2.7	2.8	2.6	3.4	2.4	3.5
Ontario	1.6	2.2	2.4	2.5	2.3	2.2	2.9	3.0	3.8	2.5
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	3.7	2.3	2.1
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6	4.7	2.0	3.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.2	3.7	3.0
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.3	2.3	2.3	-
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	-	2.3	-
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.1	2.4	2.3	2.3	4.2
Public Sector	1.6	2.0	2.5	2.3	2.5	2.6	3.1	3.1	3.3	3.4
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	3.3	1.6	2.2
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.2	3.2	3.0

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1 agreement)	1,340	3.0	3.8	36	
SaskPower, plant and maintenance employees, province-wide, Sask.	1,340	3.0	3.8	36	31/12/03
Manufacturing (1 agreement)	500	2.6	3.0	36	
Johnson & Johnson Products Inc., hourly rated employees, Montréal, Que.	500	2.6	3.0	36	30/04/03
Transportation (2 agreements)	2,350	2.1	2.2	36	
Canadian Pacific Railway & St. Lawrence & Hudson Railway, non-operating employees, System-Wide	1,210	2.0	2.0	36	31/12/03
City of Winnipeg, bus drivers, Winnipeg, Man.	1,140	2.1*	2.3	36	11/01/03
Education, Health and Social Services (5 agreements)	6,210	2.8	2.8	25.6	
Calgary Roman Catholic Separate School District No. 1, support employees, Calgary, Alta.	1,300	3.1	3.5	36	31/08/02
Toronto Catholic District School Board, secondary teachers, Toronto, Ont.	2,170	2.9	2.9	12	31/08/01
Université du Québec à Trois-Rivières, Instructors/Tutors/Lecturers, Trois-Rivieres, Que.	840	4.1	3.3	48	31/05/03
York University, teaching assistants, Toronto, Ont.	700	2.0	2.0	24	31/08/02
York University, teaching assistants, Toronto, Ont.	1,200	2.0	2.0	24	31/08/02
Public Administration (3 agreements)	8,300	4.1	5.5	28.3	
City of Edmonton, outside employees, Edmonton, Alta.	1,780	3.0	3.0	36	28/12/02
City of Edmonton, police officers, Edmonton, Alta.	1,170	3.0	3.0	36	28/12/02
Government of Canada, correctional officers, Canada-Wide	5,350	4.7	6.9	24	31/05/02
Agreements with COLA (1 agreement)	1,140	2.1	2.3	36	
Agreements without COLA (11 agreements)	17,560	3.4	4.1	28.7	
All Agreements (12 agreements)	18,700	3.3	4.0	29.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B/CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
•CN Rail	various unions	11,430	B/TENT	Dec. 00
•CP Rail	various unions	5,590	B/CO/TENT	Dec. 00
•VIA	various unions	2,530	CO	Dec. 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the

term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

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Conversion to a Modified NAICS 1997 **(North American Industry Classification System)**

The Workplace Information Directorate (WID) will be converting its definition of industrial structure from Statistic Canada's 1971 Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS). NAICS is a classification system developed by the statistical agencies of Canada, Mexico and the United States to provide common definitions on the industrial structure of the three economies.

The former Labour SIC system contained 7 large industry sector divisions, defined by a three digit code. The new NAICS consists of 20 sectors, 99 subsectors, 321 industry groups, 734 industries and 921 national industries defined by a code reflected in two to six-digit levels. For analytical purposes, the Workplace Information Directorate (WID) determined there were far too many industry

sectors within the NAICS structure to report its data. Using the NAICS framework, the 20 larger sectors were regrouped into 11 large industry sectors. All publications in WID, will report and publish data using the following restructured 11 industry divisions devised within the framework of the North American Industry Classification System (see following page). Statistical data can be made available under the old SIC system by special request to the Client Services section of the Workplace Information Directorate. The same information can also be compiled and re-sorted under the original NAICS structure.

The new industry format in the wage data series will commence with the January 2001 data to be published in March 2001.

NAICS - LABOUR **(20 NAICS sectors regrouped into 11 new industry sectors)**

(NAICS code)

- | | |
|----------------|--|
| 1. (11 + 21) | Primary Industries |
| 2. (22) | Utilities |
| 3. (23) | Construction |
| 4. (31 to 33) | Manufacturing |
| 5. (41 to 45) | Wholesale and Retail Trade |
| 6. (48 + 49) | Transportation |
| 7. (51) | Information and Cultural Industries |
| 8. (52 to 56) | Finance, Real Estate, Management Services |
| 9. (61 + 62) | Education, Health and Social Services (predominantly public sector services) |
| 10. (71 to 81) | Entertainment, Hospitality Industry (predominantly private sector...) |
| 11. (91) | Public Administration |

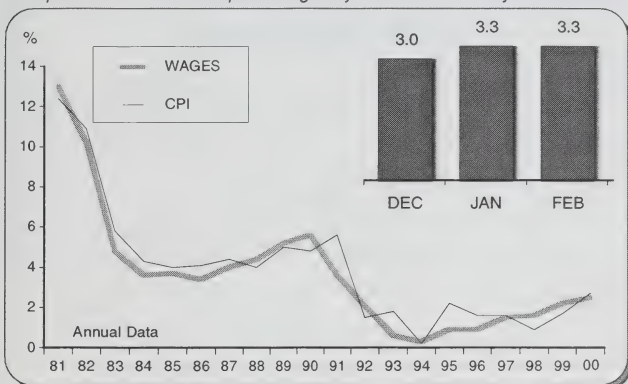


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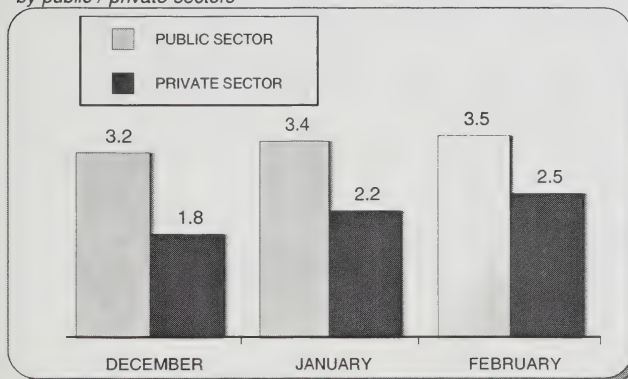
THE WAGE SETTLEMENTS BULLETIN

April 2001
Volume 12, Issue 4

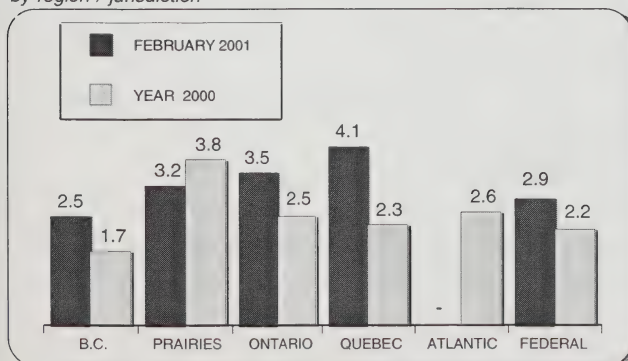
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2001

Major collective bargaining settlements reached in **February 2001** provided base-rate wage increases averaging **3.3 per cent** annually over the contract-term. This was the same average as in the previous month, but up from the 2.5 per cent average for 2000 as a whole.

The February 2001 results are based on a review of 25 settlements reached in the period, with a coverage of 45,320 employees.

When the parties to these settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.3 per cent in their current round of settlements and a current average contract duration of 27 months.

Wage adjustments in February were largely influenced by Ontario public sector settlements providing 24,380 employees (54% of all workers covered in February's major settlements) with wage increases averaging 3.6 per cent. Most of these agreements were in the education sector.

Public sector increases were above those in the private sector. In the **public sector**, wage increases for 37,050 employees in 18 agreements averaged **3.5 per cent**, just a fraction above the previous month's figure of 3.4 per cent, and up from last year's average of 2.5 per cent. **Private-sector** wage adjustments for 8,270 employees in 7 settlements averaged **2.5 per cent**, up slightly from the 2.2 per cent figure reached in the previous month, and from the average of 2.3 per cent for the year 2000. In the last 3 months (Dec. 2000 to Feb. 2001) public sector increases have averaged 3.4 per cent whereas private sector increases have been much lower at 2.2 per cent.

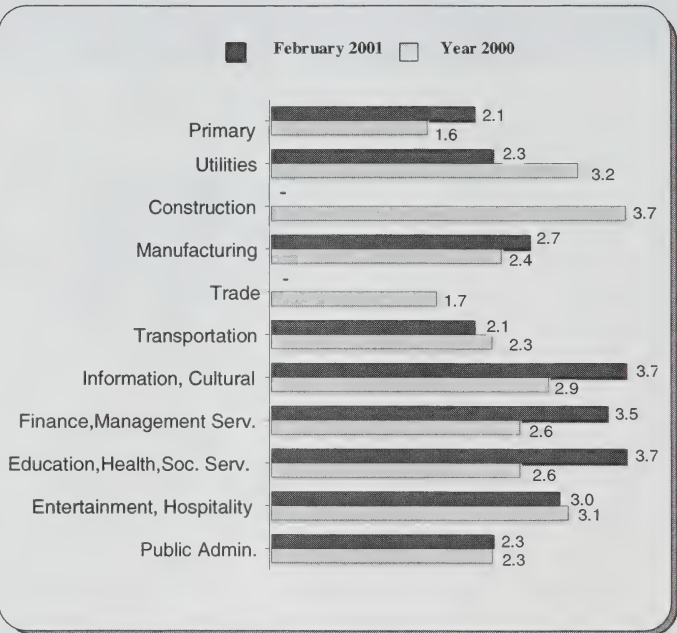
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Quebec at 4.1 per cent (1 agreement); Ontario at 3.5 per cent (14 agreements); the Prairie provinces at 3.2 per cent (5 agreements); Federal jurisdiction at 2.9 per cent (4 agreements); British Columbia at 2.5 per cent (1 agreement). There were no settlements in the Atlantic provinces.

MAY 30 2001

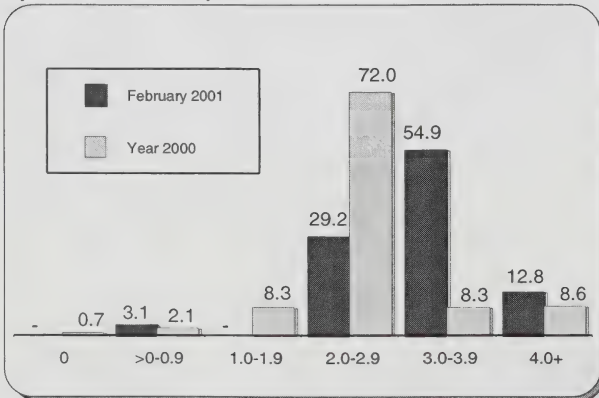
Canada

On an industry basis, the largest increase was in **education, health and social services** as well as in the **information and cultural** sector, both at 3.7 per cent. In the **education, health and social services** sector, there were 13 agreements covering 29,260 employees accounting for 65 per cent of all employees in February settlements.; the **information and cultural** sector results was based on only a single agreement covering 3,600 employees (SaskTel). The second largest increase was in the **finance** sector with a single agreement providing 780 employees with a wage gain averaging **3.5 per cent** (CIBC Visa Centre). In the **entertainment and hospitality** sector, a single agreement provided 550 employees with a wage increase averaging **3.0 per cent** (Textile Rental Institute). In **manufacturing**, 2 agreements provided 2,470 employees with an average annual increase of **2.7 per cent**. In both the **utilities sector and public administration**, wage gains averaged **2.3 per cent**. The lowest average increase was in **primary industries and the transportation sector, at 2.1 per cent**. There were no major settlements in the remaining industrial sectors.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for February 2001

	Agreements	Employees
Atlantic provinces	-	-
Quebec	1	1,970
Ontario	14	27,900
Prairie provinces	5	5,990
B.C.	1	500
Federal	4	8,960

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1998	1999	2000	2000				Year to	2000	2001	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.3	3.0	3.3	3.3
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.4	3.0	3.4	3.4
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.3	-	2.1	2.3
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	3.3	2.7	4.0	3.0
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	3.3	2.7	4.1	3.0
COLA	2.5	3.4	2.3	2.5	2.9	1.0	1.6	2.4	-	2.3	2.5
Industries											
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	-	-	2.1
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.6	2.6	3.0	2.3
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	2.7	0.8	2.6	2.7
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	-	2.2	-	-
Transportation	2.1	2.8	2.3	2.3	2.2	1.7	2.4	2.1	3.0	2.1	2.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	2.3	-	3.7
Finance, Management Services	0.8	2.5	2.6	2.0	1.9	2.8	-	3.5	-	-	3.5
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.6	3.5	4.0	2.8	3.7
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	3.0	-	3.0
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.6	2.4	4.1	2.3
Jurisdictions											
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	-	-	-	-
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.4	3.5	4.1
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	3.0	3.3	3.2	2.5	3.5
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	2.2	2.3	2.1	2.3
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	2.0	3.0	-
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.3	3.7	3.0	3.5
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.5	2.3	-	2.5
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	-	2.3	-	-
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.4	2.3	4.2	2.9
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.5	3.2	3.4	3.5
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	2.5	1.8	2.2	2.5
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.9	3.2	3.0	2.9

Data for the current month are preliminary.

The Year-to Date data is for Jan.-Feb. 2001.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Primary (1 agreement)	1,260	2.1	2.9	42	
Falconbridge Limited, production, Falconbridge, Ont.	1,260	2.1*	2.9	42	2004/01/31
Utilities (2 agreements)	1,440	2.3	2.5	24	
Toronto Hydro, hourly rated employees, Toronto, Ont.	900	2.3*	2.5	24	2003/01/31
Toronto Hydro, salaried employees, Toronto, Ont.	540	2.3*	2.5	24	2003/01/31
Manufacturing (2 agreements)	2,470	2.7	3.1	44	
Cargill Limited, Cargill Foods Division, plant and maintenance employees, High River, Alta.	1,650	2.7	3.8	48	2004/12/31
General Electric Canada Inc., plant and maintenance employees, Pickering, Ont.	820	2.6*	1.6	36	2004/02/15
Transportation (2 agreements)	2,820	2.1	2.1	33.9	
BC Rail Ltd., maintenance of way employees, province-wide, B.C.	500	2.5	2.5	24	2002/12/31
Canadian Pacific Limited, bridge and structure employees, system-wide	2,320	2.0	2.0	36	2003/12/31
Information and Cultural Industries (1 agreement)	3,600	3.7	3.0	36	
Saskatchewan Telecommunications, office, technical employees, telephone operators, province-wide, Sask.	3,600	3.7	3.0	36	2004/03/20
Finance, Real Estate, Management Services (1 agreement)	780	3.5	3.5	12	
Canadian Imperial Bank of Commerce (Visa Centre), office and clerical employees, Toronto, Ont.	780	3.5	3.5	12	2002/02/28
Education, Health and Social Services (13 agreements)	29,260	3.7	3.1	24	
Bluewater District School Board, secondary teachers, Chesley, Ont.	570	3.6	3.6	12	2001/08/31
Calgary Regional Health Authority (Foothills Hospital), non-medical employees, Calgary, Alta.	2,280	4.0	4.0	12	2002/03/31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	530	4.0	4.0	12	2002/03/31
Carleton University, teaching assistants, Ottawa, Ont.	1,200	3.8	3.5	24	2002/08/31
Diversicare Limited Partnership, non-medical employees, Toronto, Ont.	890	2.9	2.5	36	2003/12/31
Greater Essex County District School Board, elementary teachers, Windsor, Ont.	1,320	3.0	3.0	12	2001/08/31
Lambton Hospital Group, health service-non-professionals, Sarnia, Ont.	560	2.6	2.9	36	2004/03/31
Simcoe County District School Board, secondary teachers, Midhurst, Ont.	1,020	5.2	5.2	12	2001/08/31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
St. Vital School Division No. 6, elementary and secondary teachers, St. Vital, Man.	650	2.0	2.0	24	2000/06/30
Toronto District School Board, elementary teachers, Toronto, Ont.	10,600	3.9	3.0	24	2002/08/31
Toronto District School Board, secondary teachers, Toronto, Ont.	6,270	3.9	3.1	24	2002/08/31
University of Quebec at Montreal, Instructors/Tutors/Lecturers, Montréal, Que.	1,970	4.1	4.2	36	2002/12/31
Upper Canada District School Board, office and clerical employees, Brockville, Ont.	1,400	0.9	0.0	44	2002/08/31
Entertainment, Hospitality (1 agreement)	550	3.0	3.0	36	
Textile Rental Institute of Ontario, laundry and dry cleaners, Metropolitan Toronto, Ont.	550	3.0	3.0	36	2003/12/31
Public Administration (2 agreements)	3,140	2.3	2.1	24	
City of Winnipeg, firefighters, Winnipeg, Man.	880	2.5*	2.5	24	2001/12/30
Government of Canada, finance employees, Canada-Wide	2,260	2.3	2.0	24	2001/11/06
Agreements with COLA (5 agreements)	4,400	2.3*	2.5	31.4	
Agreements without COLA (20 agreements)	40,920	3.4	3.0	26.6	
All Agreements (25 agreements)	45,320	3.3	3.0	27.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	400	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	CO	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
•CN Rail	various unions	5,230	CO	Dec. 00
•CP Rail	various unions	5,590	B/CO/TENT	Dec. 00
•VIA	various unions	2,530	CO	Dec. 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB arbitration

B bargaining

B/WS bargaining after work stoppage

CO conciliation

MED mediation

M/WS mediation after work stoppage

PAB post-arbitration bargaining

PCB post-conciliation bargaining

PMB post-mediation bargaining

TENT tentative agreement

WS work stoppage

EXPLANATORY NOTES

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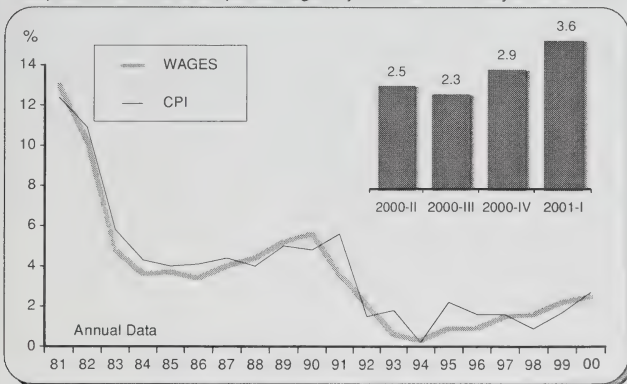


Workplace
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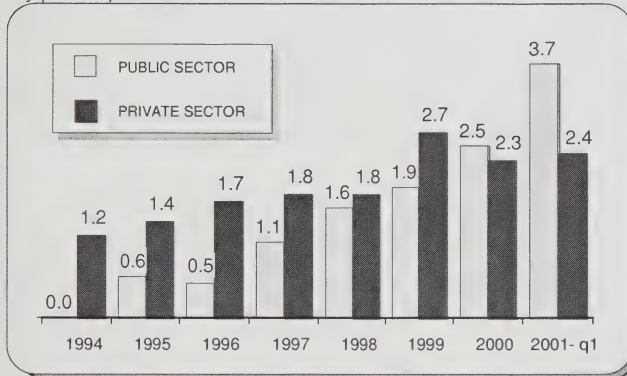
THE WAGE SETTLEMENTS BULLETIN

May 2001
Volume 12, Issue 5

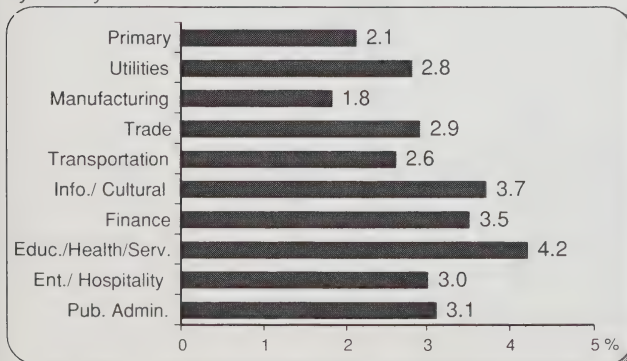
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Wage Data for First Quarter 2001

Major collective bargaining settlements reached in the **first quarter of the year 2001** provided base-rate wage increases averaging **3.6 per cent** annually over the contract-term, up from the 2.9 per cent figure in the fourth quarter of 2000 and the 2.5 per cent figure for the year 2000. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.1 per cent, a smaller gain than in their current settlements.

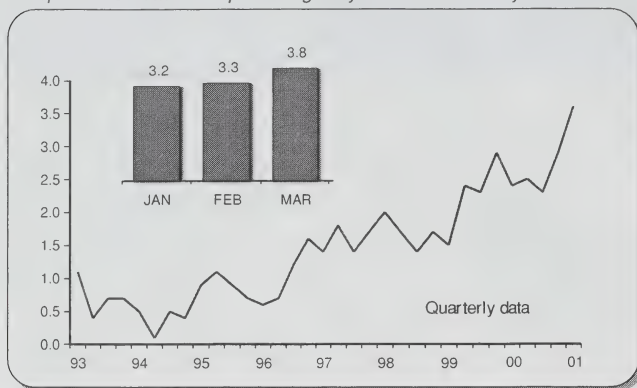
There has been a gradual rise in the size of overall wage adjustments since 1994. The 3.6 per cent gain in the first quarter of the year 2001 still remains below the most recent annual peak of 5.6 per cent in 1990. Also, since 1993, average wage adjustments in the private sector had generally been above those in the public sector, although the gap had been narrowing since late 1997. However since May 2000, public sector increases have generally been higher than those in the private sector.

Wage adjustments for 138,580 employees in 52 first-quarter **public-sector** settlements averaged **3.7 per cent**. These results were significantly influenced by settlements in the Alberta public sector, more specifically with 3 health sector agreements covering 20,350 nurses across the province, with wage increases averaging 7.1 per cent. Excluding all Alberta public sector settlements, the remaining public sector agreements would have averaged wage gains of 3.1 per cent and the resulting first quarter 2001 aggregate average would be 3.0 per cent. In the **private sector**, 18 settlements reached in the first quarter provided wage adjustments averaging **2.4 per cent** for 20,550 employees, up slightly from the 2.3 per cent average for private sector settlements during the year 2000. The vast majority of first-quarter 2001 major settlements were in the public sector.

First-quarter 2001 wage increases by industry are shown in the adjoining chart.

On a regional/jurisdictional basis, first quarter 2001 wage increases in descending order of magnitude were: the Prairie provinces, with wage adjustments averaging 5.2 per cent (Alberta at 5.8 per cent); Quebec at 3.9 per cent; Federal jurisdiction at 3.3 per cent; Yukon Territories at 3.2 per cent; Ontario at 3.1 per cent; British Columbia at 2.9 per cent and the Atlantic provinces at 2.0 per cent.

Perspective on base rate percentage adjustments from major settlements

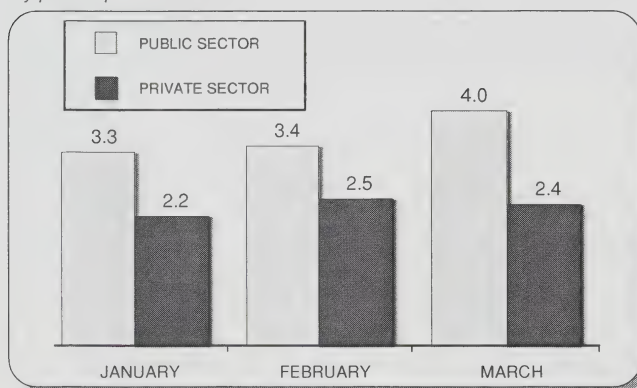


Wage Data for March 2001

Major collective bargaining settlements reached in **March 2001** provided base-rate wage adjustments averaging **3.8 per cent** annually over the contract-term, up from 3.3 per cent in February and from 2.5 per cent in the year 2000.

The results for March 2001 are based on a review of 26 settlements covering 86,490 employees. When the parties to these settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.8 per cent in their current round of settlements and a current average contract duration of 33 months.

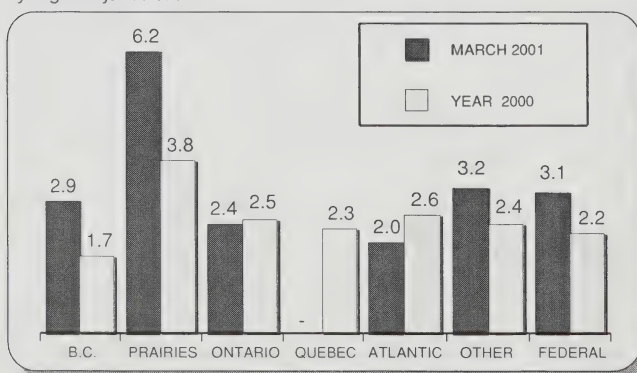
Base rate percentage adjustments from major settlements, by public / private sectors



Wage adjustments in March settlements ranged from a wage freeze for 1,200 employees with the Ford Electronics Mfg Corporation in Ontario, to a high of 7.1 per cent for 20,350 nurses in 3 Alberta health sector contracts. The Alberta nurses' settlements had by far the largest impact on wages in March.

Excluding the 3 Alberta nursing settlements, wage increases averaged 2.8 per cent for the remaining 66,140 employees in 23 March agreements.

Base rate percentage adjustments from major settlements, by region / jurisdiction

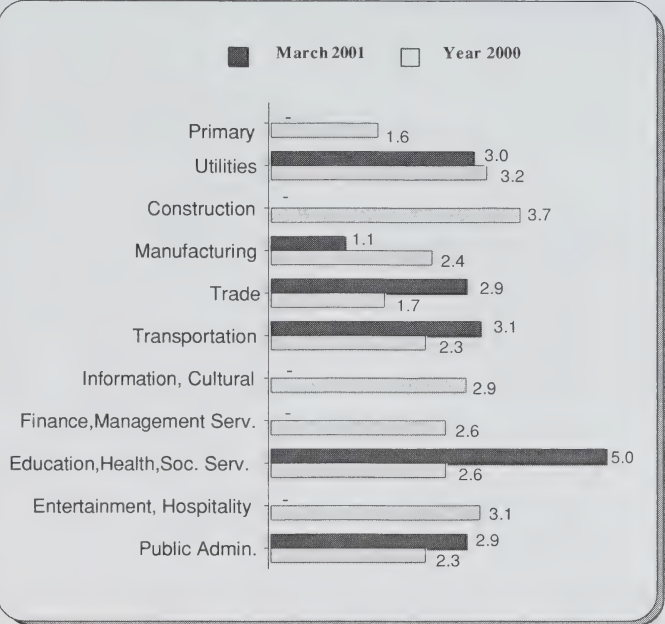


Wage gains in March were higher in the **public sector** (4.0 per cent) than in the **private sector** (2.4 per cent). In the public sector, the largest bargaining unit (32,000 BCGEU employees) settled with the Government of British Columbia for wage gains averaging 3.0 per cent. In the private sector, 5,790 railway employees settled with CN for wage increases averaging 3.1 per cent in 3 separate contracts. The overall public sector data cover 76,420 employees in 18 agreements. There were 8 private sector agreements in March, covering 10,070 employees.

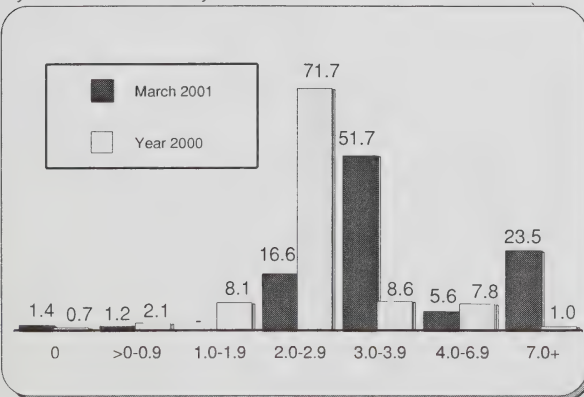
On a regional/jurisdictional basis, wage adjustments in March, in descending order of magnitude were: the Prairies at 6.2 per cent; the Yukon at 3.2 per cent; the Federal jurisdiction at 3.1 per cent; B.C. at 2.9 per cent; Ontario at 2.4 per cent; the Atlantic provinces at 2.0 per cent; there were no settlements in Quebec.

On an industry basis, the largest increase and the largest concentration of employees was in **the education, health and social services sector**; 15 agreements (57.7% of all agreements) provided 40,110 employees (46.4% of all employees) with wage increases averaging 5.0 per cent. Wage increases in this sector ranged from 2.0 per cent for 5,760 health service employees with the Government of New Brunswick, to 7.1 per cent for 20,350 nurses with the Government of Alberta. All remaining industry divisions recorded average wage increases below the month's aggregate figure of 3.8 per cent. The smallest sectoral increase was in **manufacturing**; 4 agreements provided 3,560 employees with wage adjustments averaging **1.1 per cent**. In **public administration**, 2 agreements provided 32,780 employees with wage gains averaging **2.9 per cent**; this included the Government of B.C.'s master agreement with 32,000 public servants, at 3.0 per cent. In the **transportation** sector, 3 agreements provided 5,790 employees with wage increases averaging **3.1 per cent**. In **utilities**, a single agreement provided 3,530 employees with a wage increase of **3.0 per cent** and in **trade**, one agreement provided 720 employees with a wage gain of 2.9 per cent. There were no major settlements in the remaining industrial sectors.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for March 2001

	Agreements	Employees
Atlantic provinces	1	5,760
Quebec	-	-
Ontario	10	10,930
Prairie provinces	9	27,820
B.C.	2	35,500
Yukon	1	690
Federal	3	5,790

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2001	2001		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.6	3.2	3.3	3.8
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	3.0	3.9	3.3	3.4	4.5
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.8	2.1	2.3	2.9
First Year Adjustment	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.4	3.9	2.9	5.3
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.5	3.9	3.0	6.1
COLA	2.5	3.4	2.3	2.5	2.9	1.1	1.5	3.9	2.3	2.5	4.2
Industries											
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	-	2.1	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	3.0	2.2	3.0
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.6	2.6	1.1
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	2.9	-	-	2.9
Transportation	2.1	2.8	2.3	2.3	2.2	1.8	2.4	2.6	2.1	2.1	3.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	-	3.7	-
Finance, Management Services	0.8	2.8	2.6	2.0	1.9	2.8	-	3.5	-	3.5	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.4	4.2	2.9	3.6	5.0
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	-	3.0	-
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	4.1	2.3	2.9
Jurisdictions											
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	-	2.0	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	-	-	2.0
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	3.5	4.1	-
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	3.0	3.1	2.8	3.4	2.4
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.1	2.3	0.6
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	5.8	3.0	3.5	6.6
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	-	2.5	2.9
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	-	-	3.2
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	4.2	2.9	3.1
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.3	3.4	4.0
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	2.4	2.2	2.5	2.4
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.8	3.0	2.9	2.5

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Utilities (1 agreement)	3,530	3.0	3.0	12	
Hydro One, office and clerical employees, province-wide, Ont.	3,530	3.0	3.0	12	2002/03/31
Manufacturing (4 agreements)	3,560	1.1	0.9	35.3	
Atlas Speciality Steels, a Division of Atlas Steels Inc., plant and maintenance employees, Welland, Ont.	720	2.1 *	2.0	36	2004/03/22
Ford Electronics Manufacturing Corporation, production, Markham, Ont.	1,200	0.0	0.0	36	2004/01/09
Garment Manufacturers Association of Western Canada, production, Winnipeg, Man.	1,020	0.6	0.0	48	2004/12/14
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	620	3.0	3.0	12	2001/10/31
Wholesale and Retail Trade (1 agreement)	720	2.9	3.6	36	
Great Atlantic & Pacific Company of Canada, Limited, grocery distribution centre employees, Toronto, Ont.	720	2.9	3.6	36	2003/10/11
Transportation (3 agreements)	5,790	3.1	3.9	36	
Canadian National Railway Company, office and clerical employees, System-Wide (excl. Nfld.)	2,590	3.2	4.2	36	2003/12/31
Canadian National Railway Company, service and maintenance employees, System-Wide,	650	2.0	2.0	36	2003/12/31
Canadian National Railway Company, shopcraft employees, System-Wide,	2,550	3.1	4.0	36	2003/12/31
Education, Health and Social Services (15 agreements)	40,110	5.0	6.8	31.4	
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	790	4.0	4.0	12	2002/03/31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	750	4.0	4.0	12	2002/03/31
Conseil des écoles catholiques de langue française du Centre-Est, elementary teachers, Gloucester, Ont.	750	2.0	2.0	12	2001/08/31
Continuing Care Employers Association, nurses, province-wide, Alta.	500	7.1	10.3	24	2003/03/31
Emergency Health Services Commission, ambulance drivers, Vancouver, B.C.	3,500	2.2 *	2.0	60	2005/03/31
Government of New Brunswick, non-medical employees, province-wide, N.B.	5,760	2.0	2.0	48	2003/06/30
Government of Yukon, elementary and secondary teachers, territory-wide, Y.T.	690	3.2	3.0	36	2003/06/30
Provincial Health Authorities of Alberta, nurses, prov.-wide, Alta.	18,400	7.1	10.3	24	2003/03/31
Provincial Health Authorities of Alberta, nurses, prov.-wide, Alta.	1,450	7.1	10.3	24	2003/03/31
Provincial Health Authorities of Alberta, office and clerical employees, province-wide (excl. Calgary), Alta.	3,320	4.9	7.0	36	2004/03/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN MARCH 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Queen's University, professors, Kingston, Ont.	860	2.0	2.0	12	2002/04/30
Rainbow District School Board, elementary teachers, Sudbury, Ont.	610	2.6	5.1	32	2003/08/31
Saskatchewan Institute of Applied Science and Technology, Instructors/Tutors/Lecturers, province-wide, Sask.	1,030	3.0	3.0	36	2003/06/30
Saskatchewan Institute of Applied Science and Technology, administrative services employees, province-wide, Sask.	560	3.0	3.0	36	2003/06/30
Upper Grand District School Board, elementary teachers, Guelph, Ont.	1,140	3.0	3.8	24	2002/08/31
Public Administration (2 agreements)	32,780	2.9	4.4	36	
Government of British Columbia, all categories, province-wide, B.C.	32,000	3.0 *	4.4	36	2004/03/31
Niagara Parks Commission, recreational employees, Niagara Falls, Ont.	780	2.3	2.0	36	2003/10/31
Agreements with COLA (3 agreements)	36,220	2.9 *	4.2	38.3	
Agreements without COLA (23 agreements)	50,270	4.5	6.1	29	
All Agreements (26 agreements)	86,490	3.8	5.3	32.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Editor's Note: In the April 2001 edition of the Wage Settlements Bulletin, the *Saskatchewan Telecommunications - CEP* settlement was reported as providing an average annual percentage adjustment of 3.7 per cent. Although total payroll costs increased by only 3.0 per cent in each year of that agreement, the second year wage increase was applied uniformly across the bargaining unit in cents per hour form. This resulted in a higher overall percentage increase because the base rate used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO/TENT	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	400	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	CO	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO	Dec. 00
•CP Rail	various unions	3,230	B/TENT	Dec. 00
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•Pipe Line Contractors' Association	various unions	1,050	B	Apr. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B/MED	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

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Distribution of Employees and Agreements by Level of Wage Adjustment, for Small, Medium and Large Bargaining Units

In the year 2000, a stratified sample of small bargaining units (between 100 and 499 employees) was created. From the 537 collective bargaining settlements tracked, 147 small bargaining units sample settled as compared to 277 medium size bargaining units (500 to 1999) and 112 large bargaining units of over 2000 employees.

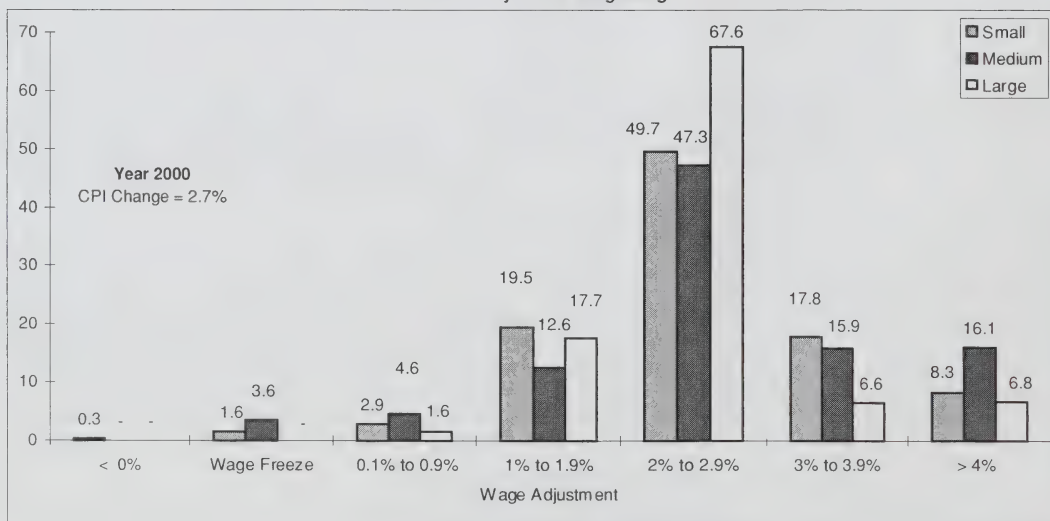
Smaller bargaining units were introduced in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The large and medium size bargaining units represent all the bargaining units across Canada and by industrial sector. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector.

In all bargaining units (small medium and large), the modal wage adjustment category for the distribution of employees and agreements is the 2.0 to 2.9 per cent range.

In the small bargaining units, almost half of the employees (49.7 per cent) and agreements (48.4 per cent) received a nominal base-rate wage adjustment between 2.0 and 2.9 per cent. However, 52.8 per cent of public sector employees and 41.3 per cent of private sector employees were in this wage adjustment category. While 24.9 per cent of public sector employees received wage adjustments of 1.0 to 1.9 per cent, only 16.9 per cent of private sector employees were in that wage adjustment category. Moreover, 30.7 per cent of private sector employees received wage adjustments between 3.0 and 3.9 per cent compared to 11.2 per cent of public sector employees.

In the medium bargaining units, 47.3 per cent of employees and 48.5 per cent of agreements were in the wage adjustment category of 2.0 to 2.9 per cent. However, this wage adjustment interval represents 53.8 per cent of public sector employees compared to 40.8 per cent for private sector employees. In the private sector, the 1.0 to 1.9 per cent wage adjustment category represents 17.6 per cent of employees while wage increases of

**Percentage Distribution of Employees by Wage Adjustment,
by Size of Bargaining Units**

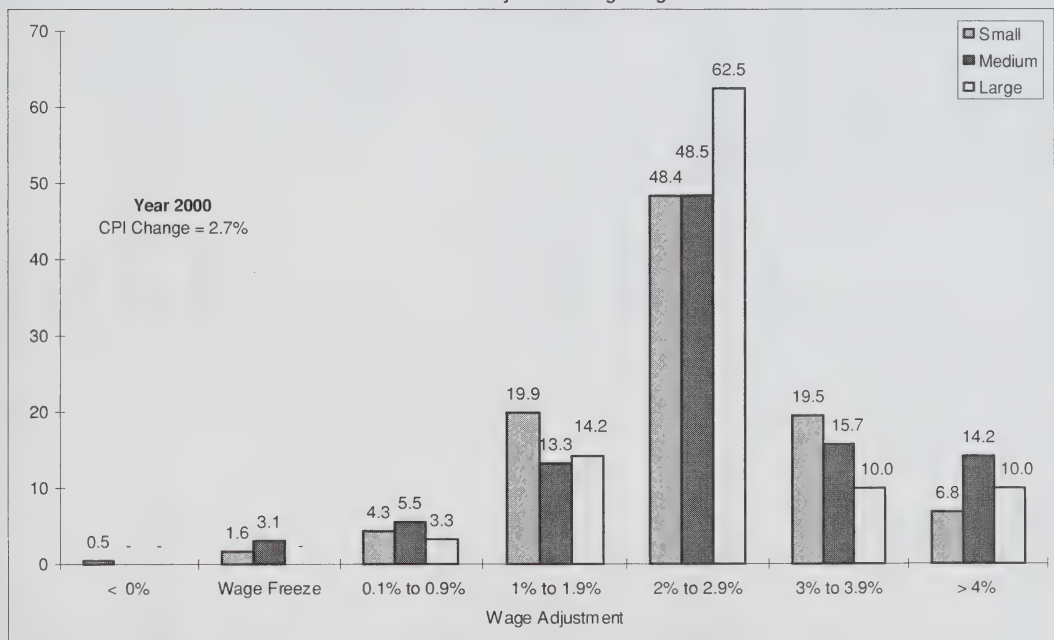


3.0 per cent and greater represent more than one third of employees (33.8 per cent). In the public sector, the 1.0 to 1.9 per cent wage adjustment category represents 7.5 per cent of employees and the 3.0 per cent and greater category represents 30.2 per cent of employees.

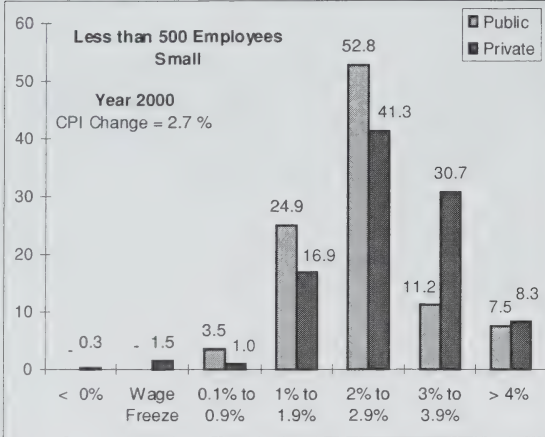
In the large bargaining units, a majority of employees (67.6 per cent) and agreements (62.5 per cent) are in the 2.0 to 2.9 per cent wage adjustment category. In the public sector, this represents 82 per cent of employees and 68.5 per cent of agreements,

compared to 53.1 per cent of employees and 56.5 per cent of agreements in the private sector. On the lower end of adjustments, 17.7 per cent of employees received wage increases of 1.0 to 1.9 per cent while 13.4 per cent of employees were awarded increases above 3.0 per cent. In the public sector, 4.2 per cent of employees were in the 1.0 to 1.9 per cent category compared to 31.1 per cent of employees in the private sector. In the public sector, 13.1 per cent of employees received more than 3 per cent as compared to 13.5 per cent in the private sector.

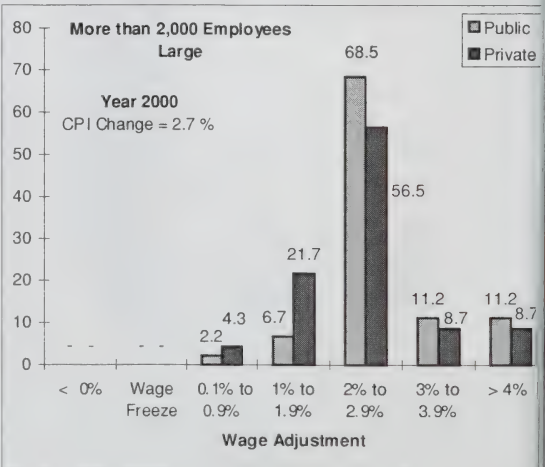
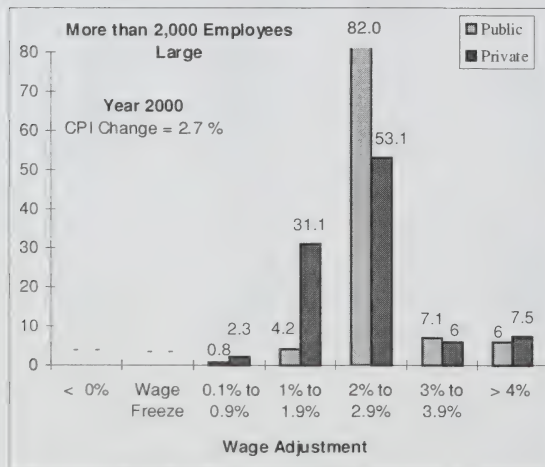
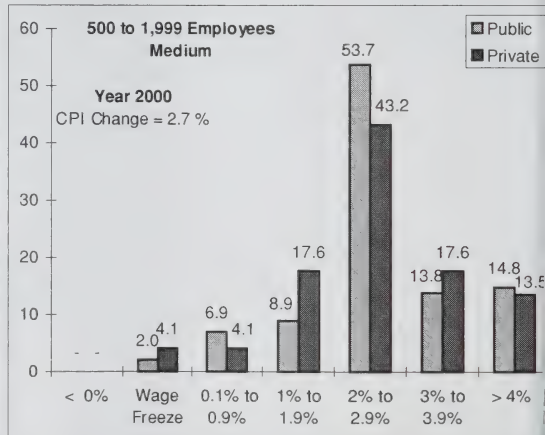
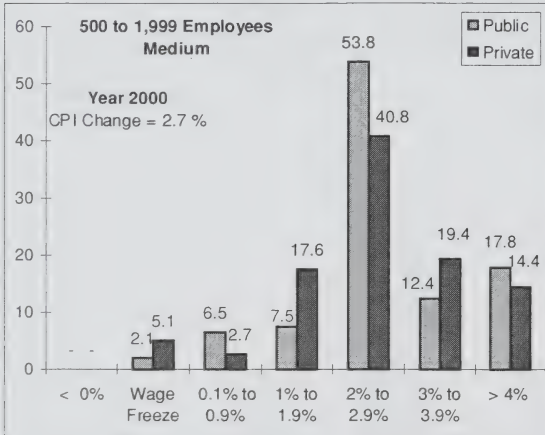
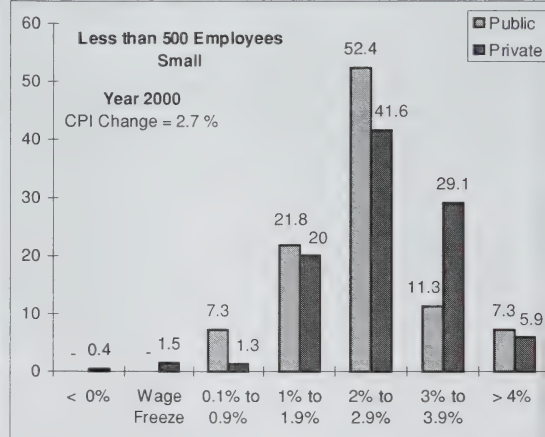
Percentage Distribution of Agreement by Wage Adjustment,
by Size of Bargaining Units



Percentage Distribution of Employees by Wage Adjustment,
by Public and Private Sectors

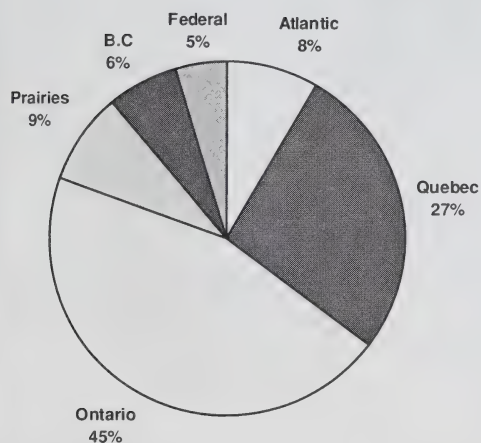


Percentage Distribution of Agreements by Wage Adjustment,
by Public and Private Sectors

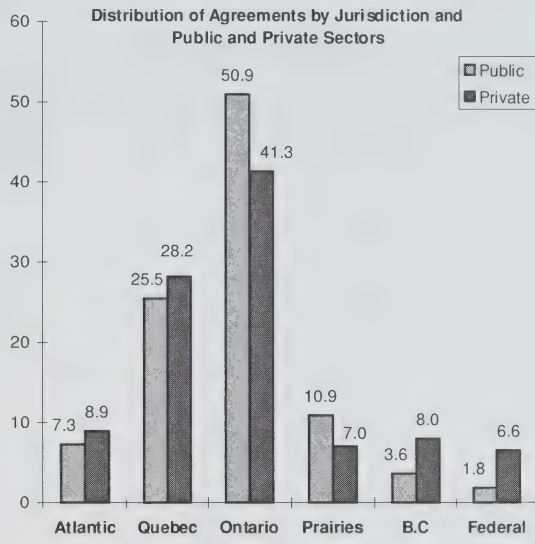


Small Bargaining Units
Less than 500 employees
Year 2000
N = 147

Distribution of Agreements by Jurisdiction



Distribution of Agreements by Jurisdiction and Public and Private Sectors



Explanatory Notes

Stratified sample: For more information on the sampling ratio for the small bargaining units please refer to the article in the **Workplace Gazette**, by Jean-Charles Roy, "Moving from a Census to a Sample Approach" Summer 2000, Vol. 3, No. 2, pp. 13-20.

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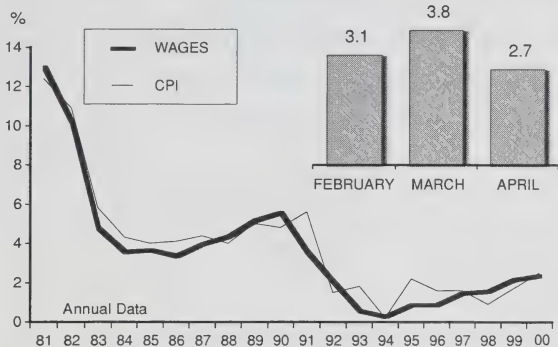


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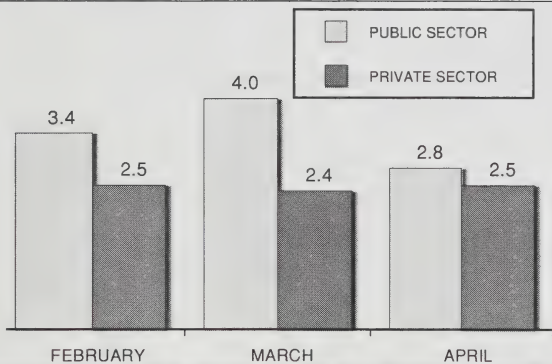
THE WAGE SETTLEMENTS BULLETIN

June 2001
Volume 12, Issue 6

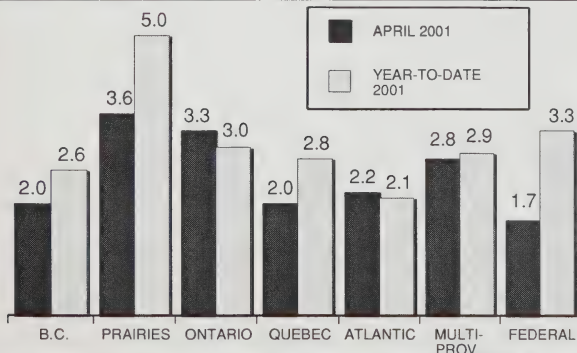
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



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Wage Data for April 2001

Major collective bargaining settlements reached in **April 2001** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This figure was much lower than the 3.8 per cent average for March, and marginally higher than the 2.5 per cent average for the year 2000.

The April 2001 results are based on a review of 31 settlements reached in the period, with a coverage of 54,250 employees. When the parties to the April 2001 settlements previously negotiated (with contract durations averaging 33 months), the resulting wage adjustments averaged 2.4 per cent, compared to the 2.7 per cent in their current round of settlements and current contract durations also averaging 33 months.

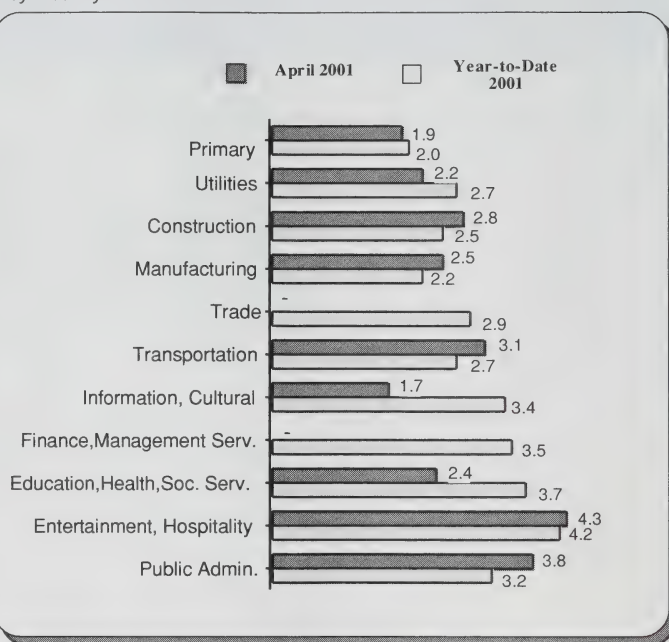
Wage adjustments in base rates for the year-to-date (January to April 2001) averaged 3.3 per cent.

Private-sector wage adjustments for 13,430 employees in 12 settlements averaged **2.5 per cent**, up fractionally from the 2.4 per cent figure reached in the previous month, and from the average of 2.3 per cent for the year 2000. In the **public sector**, wage increases for 40,820 employees in 19 agreements averaged **2.8 per cent**, below the previous month's figure of 4.0 per cent, and up slightly from last year's average of 2.5 per cent.

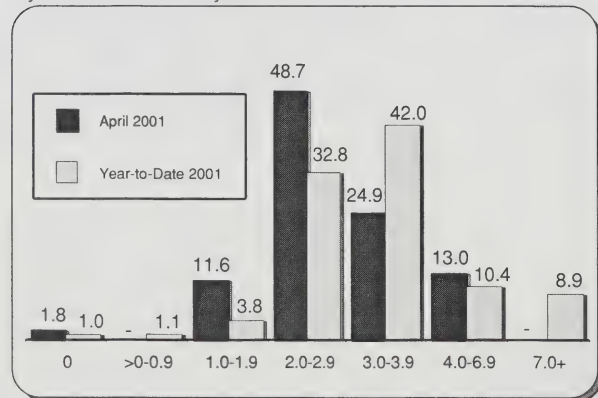
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Prairie provinces at 3.6 per cent (5 agreements); Ontario at 3.3 per cent (16 agreements); 2 multi-province agreements averaging 2.8 per cent; the Atlantic provinces at 2.2 per cent (a single agreement). Both Quebec (2 agreements) and British Columbia (4 agreements) averaged increases of 2.0 per cent. In the Federal jurisdiction a single agreement registered an increase of 1.7 per cent.

On an industry basis, the largest increase was in **entertainment and hospitality** as 2 agreements provided 8,300 employees with wage adjustments averaging **4.3 per cent**. The largest concentration of employees was in **education, health and social services**; 12 agreements provided 27,780 employees with wage gains averaging **2.4 per cent**. In **public administration**, 2 agreements provided 2,800 employees with wage gains averaging **3.8 per cent**. In **transportation**, 3 agreements provided 3,260 employees with increases averaging **3.1 per cent**. In the **manufacturing sector**, 7 agreements provided 6,540 employees with wage increases averaging **2.5 per cent**. Two agreements in the **construction** sector provided 5,000 workers with wage gains averaging **2.8 per cent**. In **primary industries** wage increases stood at **1.9 per cent**, in **utilities** at **2.2 per cent** and in **information and cultural** industries at **1.7 per cent**. There were no major settlements in **trade** or **finance, management services**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	1	1,200
Quebec	2	4,190
Ontario	16	19,780
Prairie provinces	5	6,240
B.C.	4	18,160
Multi-province	2	4,000
Federal	1	680

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1998	1999	2000	2000				2001	Year to	2001		
				1	2	3	4	1	Date*	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.5	3.3	3.1	3.8	2.7
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.7	3.6	3.2	4.5	3.1
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.8	2.6	2.3	2.9	2.1
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.2	4.0	2.9	5.3	3.1
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.3	4.2	2.9	6.0	3.6
COLA	2.5	3.4	2.3	2.5	3.0	1.1	1.5	3.9	3.4	2.5	4.2	2.1
Industries												
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	2.0	2.1	-	1.9
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	2.7	2.2	3.0	2.2
Construction	2.4	2.0	3.7	3.9	-	2.7	-	2.5	2.5	2.5	-	2.8
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.2	2.6	1.1	2.5
Wholesale and Retail Trade	1.8	1.3	1.6	2.1	2.2	1.5	1.7	2.9	2.9	-	2.9	-
Transportation	2.1	2.8	2.4	2.3	2.2	2.8	2.4	2.6	2.7	2.1	3.1	3.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	3.4	3.7	-	1.7
Finance, Management Services	0.8	2.8	1.8	2.0	1.9	1.6	-	3.5	3.5	3.5	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.3	4.2	3.7	3.6	5.0	2.4
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	4.2	3.0	-	4.3
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	3.2	2.3	2.9	3.8
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	2.5	2.5	2.5	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	2.2	2.0	-	2.2
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	2.0	-	2.0	-
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.8	4.1	-	2.0
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	2.9	2.9	3.0	3.1	2.5	3.3
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.2	2.3	0.6	3.0
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	-	3.0	-
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	5.8	5.6	3.5	6.6	3.8
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	2.6	2.5	2.9	2.0
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	2.9	-	3.2	2.8
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	3.3	2.9	3.1	1.7
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.5	3.4	4.0	2.8
Private Sector	1.8	2.7	2.3	2.9	2.4	1.9	2.2	2.4	2.5	2.5	2.4	2.5
Consumer Price Index												
	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.0	2.9	2.9	2.5	3.6

*January to April data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Primary Industries (1agreement)	1,790	1.9	1.1	48.0	
Compagnie minière Québec Cartier, hourly rated employees, Lac-Jeannine, Que.	1,790	1.9 *	1.1	48.0	2005/02/28
Utilities (1agreement)	2,400	2.2	1.5	36.0	
Hydro-Québec, scientific and other professionals, Province-wide, Que.	2,400	2.2	1.5	36.0	2001/12/31
Construction (2 agreements)	4,000	2.8	4.0	36.0	
Pipe Line Contractors Association of Canada, labourers, Canada-wide	2,000	2.7	4.6	36.0	2003/04/30
Pipe Line Contractors Association of Canada, operating engineers, Canada-wide	2,000	2.9	3.5	36.0	2003/04/30
Manufacturing (7 agreements)	6,540	2.5	3.3	39.1	
Bayer Inc., plant and maintenance employees, Sarnia, Ont.	860	3.2	3.5	36.0	2004/01/31
Camco Inc., production, Hamilton, Ont.	950	2.2 *	3.6	36.0	2004/04/22
Canadian Fishing Company, fish processing employees, Coast, B.C.	1,700	1.5	1.5	48.0	2005/04/15
Collins & Aikman Plastics, Ltd., production, Toronto, Ont.	500	1.9 *	3.3	36.0	2004/04/30
Dominion Castings Limited, plant and maintenance employees, Hamilton, Ont.	830	2.1	4.9	36.0	2004/04/29
Lear Corporation Canada Ltd., plant and maintenance employees, Ajax, Ont.	500	4.7 *	4.7	36.0	2004/04/30
Motor Coach Industries Limited, production, Winnipeg, Man.	1,200	3.5	3.9	36.0	2003/09/30
Transportation (3 agreements)	3,260	3.1	3.8	37.1	
British Columbia Transit (Victoria), bus drivers, Victoria, B.C.	500	2.6	2.5	36.0	2004/03/31
City of Calgary, bus drivers, Calgary, Alta.	1,980	3.1	3.0	39.0	2003/03/31
GO Transit, bus drivers, Toronto & Region, Ont.	780	3.6	6.9	33.0	2003/07/27
Information and Culture (1agreement)	680	1.7	2.0	48.0	
Canadian Broadcasting Corporation, administrative services employees, province-wide, Que.	680	1.7	2.0	48.0	2003/09/24
Education, Health and Social Services (12 agreements)	27,780	2.4	2.4	28.2	
Board of School Trustees Dist.#39, building maintenance, Vancouver, B.C.	960	1.8	1.5	36.0	2003/12/31
Capital Care Group, health service non-professionals, Edmonton, Alta.	510	3.6	4.0	27.0	2003/06/30
District School Board of Niagara, secondary teachers, St. Catharines, Ont.	1,020	3.0	3.0	12.0	2002/08/31
Durham District School Board, teaching assistants, Whitby, Ont.	650	1.7	2.0	21.0	2002/03/31
Halton District School Board, elementary teachers, Burlington, Ont.	1,700	3.9	3.9	12.0	2002/08/31
Hamilton-Wentworth District School Board, elementary teachers, Hamilton, Ont.	2,100	3.1	3.8	24.0	2002/08/31

continued on next page

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN APRIL

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Hamilton-Wentworth District School Board, occasional teachers, Hamilton, Ont.	530	4.3	2.2	24.0	2002/08/31
Health Employers Association of British Columbia, non-medical employees, province-wide, B.C.	15,000	2.0 *	2.0	36.0	2004/03/31
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough, Ont.	1,510	3.4	3.4	12.0	2001/08/31
Red River College, Instructors/Tutors/Lecturers, Winnipeg, Man.	950	2.3	2.3	36.0	2003/06/30
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	1,860	3.7	3.7	12.0	2001/08/31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	990	0.0	0.0	12.0	2001/08/31
Entertainment and Hospitality (2 agreements)	5,000	4.3	6.6	36.0	
Visiting Homemakers Association, non-medical employees, Toronto, Ont.	600	2.4	2.6	36.0	2004/03/31
Windsor Casino Limited, casino employees, Windsor, Ont.	4,400	4.6	7.1	36.0	2004/03/31
Public Administration (2 agreements)	2,800	3.8	3.8	29.1	
Alberta Treasury Branches (Div. Treasury Dept.-Gov't of Alberta), administrative services employees, province-wide, Alta.	1,600	4.9	5.0	24.0	2003/03/31
Government of Nova Scotia, service and maintenance employees, province-wide, N.S.	1,200	2.2	2.2	36.0	2002/10/31
Agreements with COLA (5 agreements)	18,740	2.1 *	2.1	37.1	
Agreements without COLA (26 agreements)	35,510	3.1	3.6	30.3	
All Agreements (31 agreements)	54,250	2.7	3.1	32.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO/TENT	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	nurses	40,000	B	Mar. 01
•Government of Saskatchewan	SGEU	9,500	CO	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	Dec. 00
•VIA	various unions	2,530	PCB	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

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Average Annual Increases for the Year 2000, for Small, Medium and Large Bargaining Units

In the year 2000, a stratified sample of small bargaining units (between 100 and 499 employees) was created. From the 537 collective bargaining settlements tracked, 147 small bargaining units sample settled as compared to 277 medium size bargaining units (500 to 1999 employees) and 112 large bargaining units over 2000 employees.

Smaller bargaining units were introduced in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium size bargaining units represent all bargaining units across Canada and by industrial sector.

Collective bargaining settlements in the year 2000 provided an overall average annual base-rate wage increase of 2.49 per cent. This result is broken down into small, medium and large size bargaining units.

Small size bargaining units have had an average annual increase of 2.66 per cent, recording a slightly higher increase than the overall average of all bargaining units. Private sector settlements provided a higher increase of 2.73 per cent compared to the public sector with 2.55 per cent. On a regional/jurisdictional basis, average annual increases ranged from a high of 3.82 per cent in the Prairies to a low of 1.46 per cent in British Columbia. On an industry basis, the Construction sector had the largest average annual increase (3.51 per cent) while the Wholesale and Retail Trade sector reported the smallest increase at 1.7 per cent.

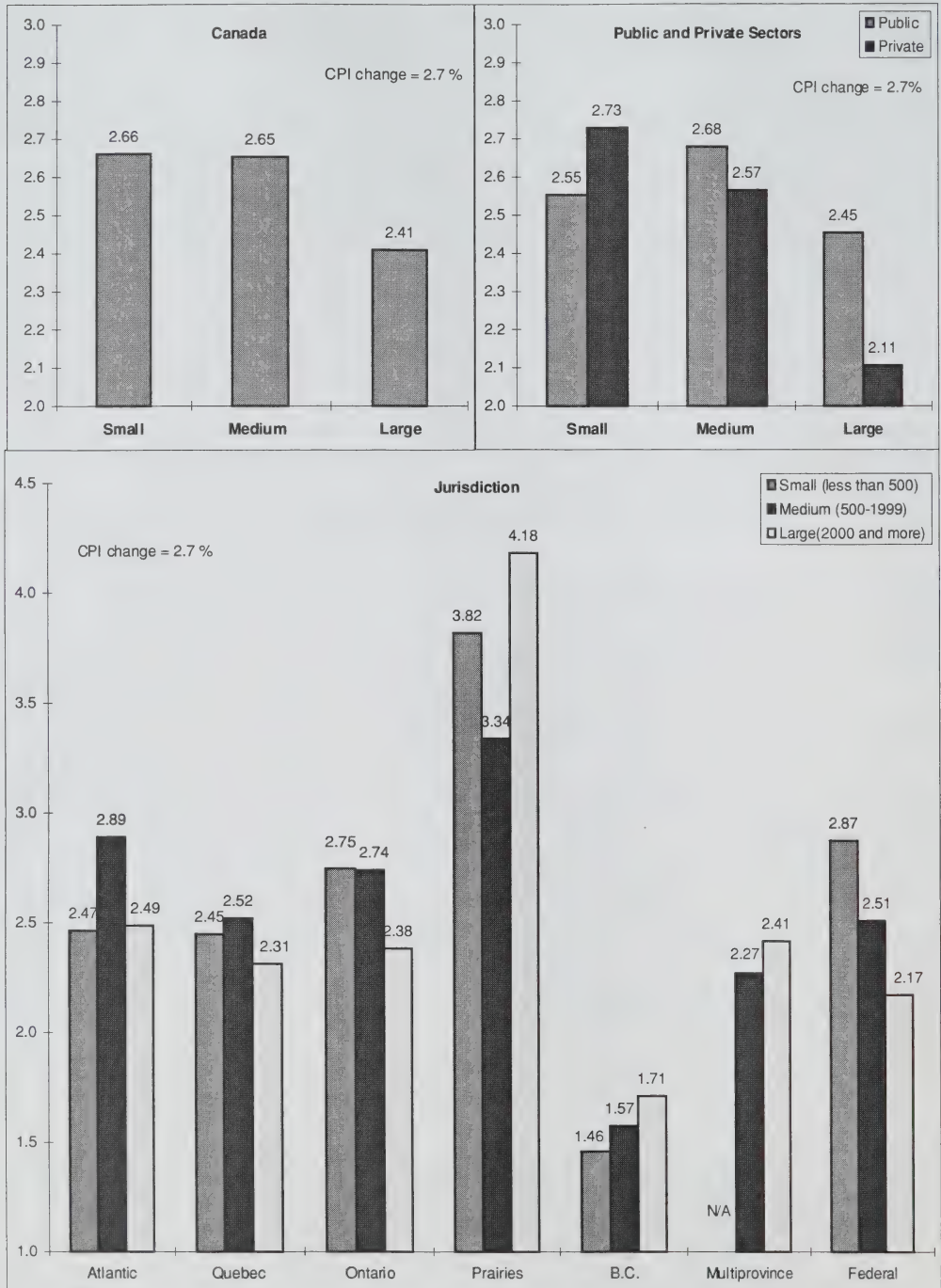
Medium size bargaining units averaged an average annual increase of 2.65 per cent, comparable to the settlements for small bargaining units. Public sector settlements resulted in an increase of 2.68 per cent which is higher than the private sector's 2.57 per cent. The medium size public sector had a higher average annual increase than the small and large bargaining units. On a regional/jurisdictional basis the highest increase at 3.34 per cent has been recorded by the Prairies and the lowest of 1.57 per cent by British Columbia. On an industry basis the Information and Culture sector reported a higher increase at 3.03 per cent compared to the Construction sector of 1.88 per cent.

Large size bargaining units have had an average annual wage increase of 2.41 per cent, lower than both the small and medium bargaining units. The public sector average annual increase at 2.45 per cent was higher than the private sector increase at 2.11 per cent. Both sector increases are lower than their counterpart in the small and medium bargaining units. On a regional/jurisdictional basis the pattern for highest and lowest increases has been maintained respectively by the Prairies and British Columbia as in the case of small and medium sizes bargaining units. The Prairies averaged an average annual increase of 4.18 per cent while British Columbia showed an average increase of 1.71 per cent. On an industry basis, the Construction sector had a significantly higher increase of 5 per cent, compared to the Primary Industries of 1.4 per cent.

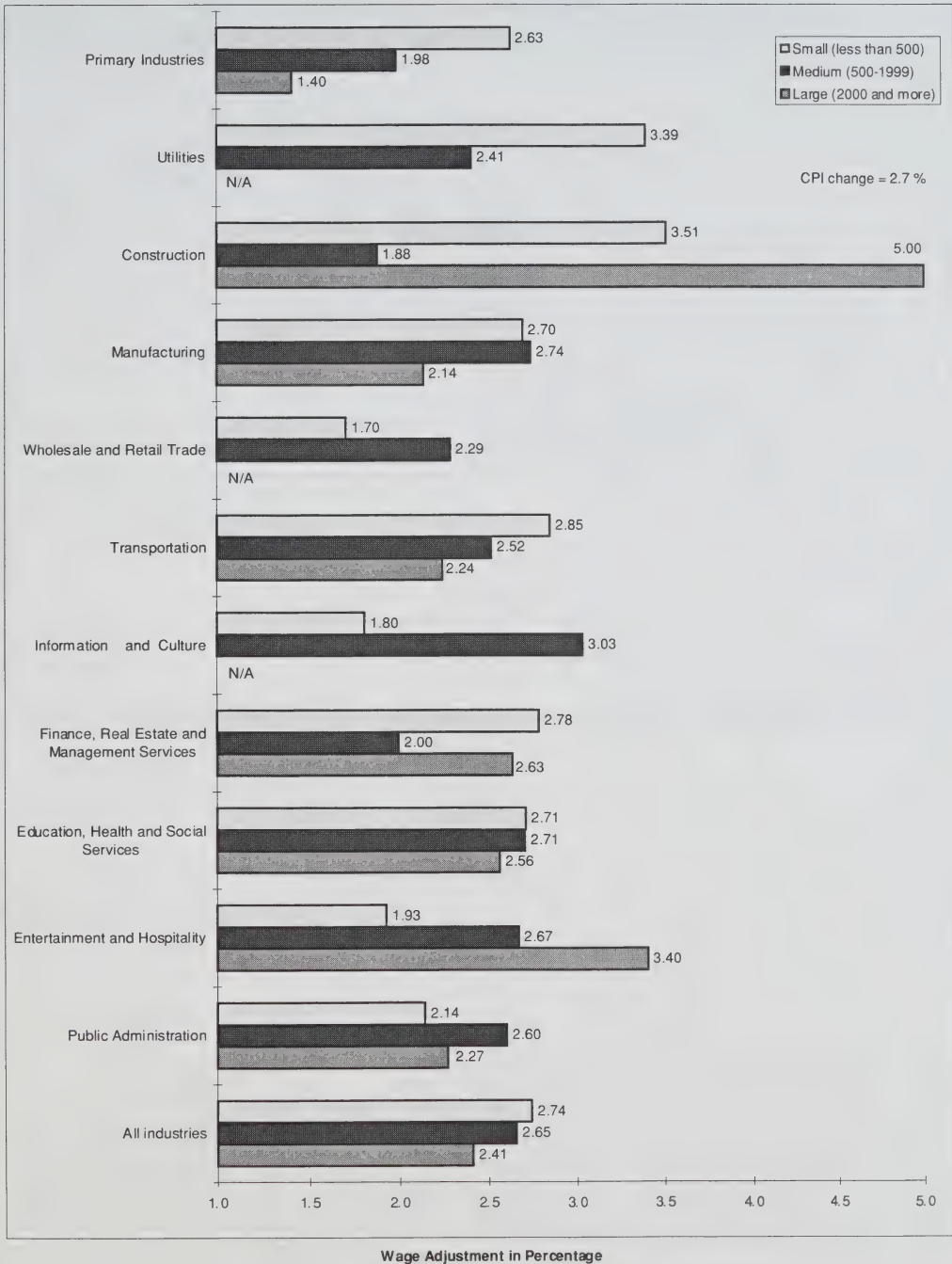
Explanatory Notes

Small Bargaining Units: for more Information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer. Vol. 3, No.2, pp. 13-20.

Year 2000
Average Annual Increases in percentage



**Wage Adjustment
Year 2000
Average Annual Increases
by Industry**



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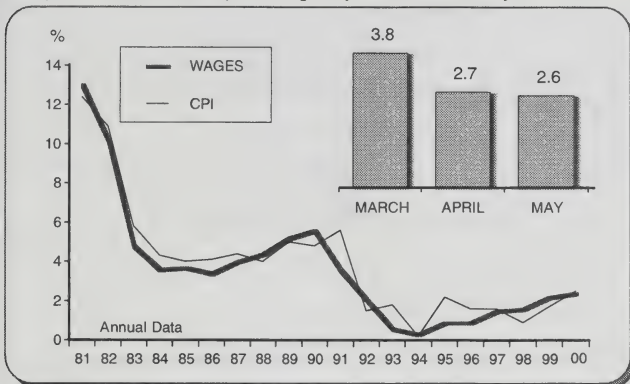
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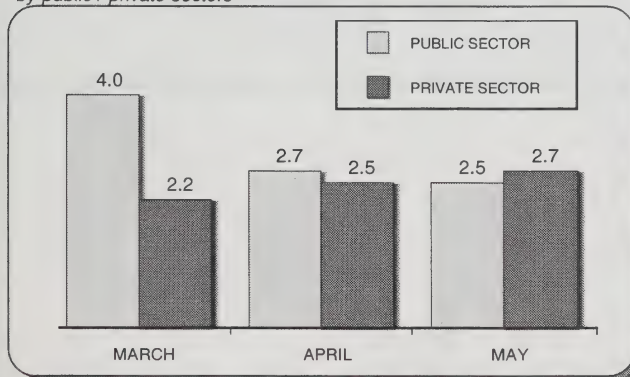
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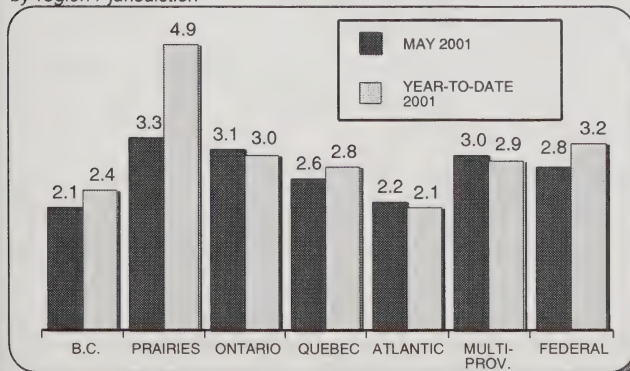
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2001

Major collective bargaining settlements reached in **May 2001** provided base-rate wage increases averaging **2.6 per cent** annually over the contract-term. This figure was fractionally lower than the 2.7 per cent average for April, and marginally higher than the 2.5 per cent average for the year 2000.

The May 2001 results are based on a review of 35 settlements reached in the period, with a coverage of 105,740 employees. When the parties to the May 2001 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 1.1 per cent, compared to the 2.6 per cent in their current round of settlements and current contract durations averaging 33 months.

Wage adjustments in base rates for the year-to-date (January to May 2001) averaged 3.1 per cent.

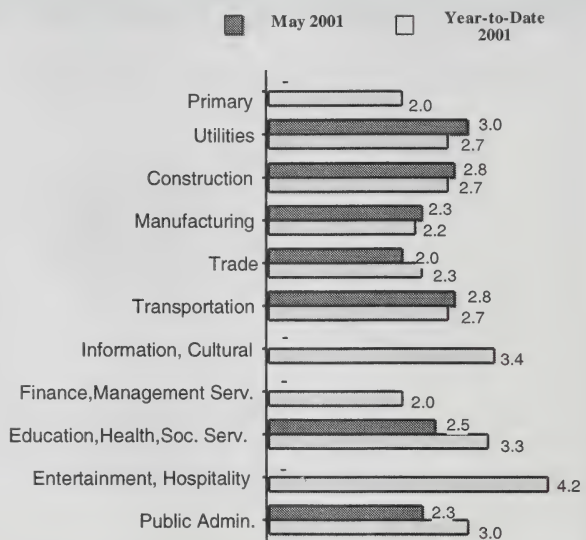
The Health Employers' Association of B.C. settlement (at 2.1 per cent) covering 46,000 non medical employees (44% of all employees covered in May's major agreements) had a moderating influence on the aggregate wage figure.

Public-sector wage adjustments for 79,810 employees in 19 settlements averaged **2.5 per cent**, down slightly from the 2.7 per cent figure reached in the previous month, and the same as the average of 2.5 per cent for the year 2000. In the **private sector**, wage increases for 25,930 employees in 16 agreements averaged **2.7 per cent**, above the previous month's figure of 2.5 per cent, and from last year's average of 2.3 per cent.

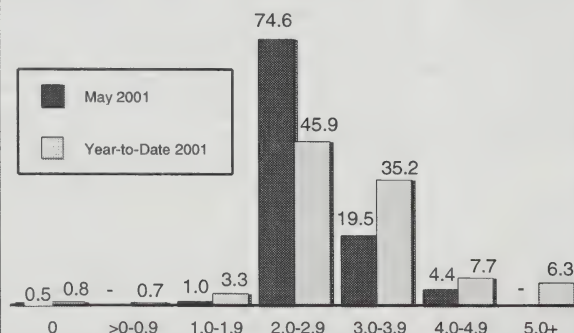
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Prairie provinces at 3.3 per cent (2 agreements); Ontario at 3.1 per cent (20 agreements); 1 multi-province agreement at 3.0 per cent; the Federal jurisdiction at 2.8 per cent (2 agreements); Quebec at 2.6 per cent (3 agreements); the Atlantic provinces at 2.2 per cent (3 agreements) and British Columbia at 2.1 per cent (4 agreements).

On an industry basis, the largest increase was in the **utilities** sector as a single agreement provided 740 employees with a wage adjustment averaging **3.0 per cent**. The largest concentration of employees was in **education, health and social services**; 11 agreements provided 68,330 employees (65% of all employees covered) with wage gains averaging **2.5 per cent**. In the **construction** sector, 11 agreements provided 19,650 workers with wage gains averaging **2.8 per cent**. In **public administration**, 5 agreements provided 6,890 employees with wage increases averaging **2.3 per cent**. In **transportation**, 2 agreements provided 6,000 employees with increases averaging **2.8 per cent**. In the **manufacturing sector**, 3 agreements provided 2,370 employees with wage increases averaging **2.3 per cent**. In the **trade sector** wage increases averaged **2.0 per cent** for 1,760 employees in 2 settlements. There were no major settlements in **primary industries**, **information and cultural industries**, **finance & management services** or **entertainment and hospitality industries**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	5,670
Quebec	3	1,750
Ontario	20	40,890
Prairie provinces	2	1,290
B.C.	4	48,840
Multi-province	1	1,300
Federal	2	6,000

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2001	Year to Date	2001		
				1	2	3	4	1		Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.5	3.1	3.8	2.7	2.6
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.7	3.4	4.4	3.0	3.0
COLA	2.8	3.5	2.2	2.3	2.5	1.8	2.1	2.8	2.4	2.9	2.1	2.2
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.2	3.5	5.2	3.0	2.6
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.3	3.8	5.9	3.5	2.9
COLA	2.5	3.4	2.3	2.5	3.0	1.1	1.6	3.9	2.9	4.2	2.1	2.4
Industries												
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	2.0	-	1.8	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	2.7	3.0	2.2	3.0
Construction	2.4	2.0	3.6	3.9	2.4	2.7	-	2.5	2.7	-	2.8	2.8
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.2	1.1	2.5	2.3
Wholesale and Retail Trade	1.8	1.3	1.6	2.1	2.2	1.5	1.7	2.9	2.3	2.9	-	2.0
Transportation	2.1	2.8	2.4	2.3	2.2	2.8	2.4	2.6	2.7	3.1	3.1	2.8
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	3.4	-	1.7	-
Finance, Management Services	0.8	2.8	1.8	2.0	1.9	1.6	-	2.0	2.0	1.2	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.3	4.2	3.3	5.0	2.4	2.5
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	4.2	-	4.3	-
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	3.0	2.9	3.2	2.3
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	2.5	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	2.4	-	2.2	2.5
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	2.0	2.0	-	2.0
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.8	-	2.1	2.6
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	2.9	2.9	3.0	2.3	3.3	3.1
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.2	0.6	3.0	-
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.4	3.8	5.9	3.0	3.4	5.8	5.5	6.6	3.4	3.7
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	2.4	2.9	2.0	2.1
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	2.9	3.2	2.8	3.0
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	3.2	3.1	1.7	2.8
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.2	4.0	2.7	2.5
Private Sector	1.8	2.7	2.3	2.9	2.4	1.9	2.2	2.4	2.5	2.2	2.5	2.7
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.0	3.2	2.5	3.6	3.9

*January to May data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1 agreement)	740	3.0	3.3	36	
SaskEnergy Inc., office and clerical employees, province-wide, Sask.	740	3.0	3.3	36	2004/01/31
Construction (11 agreements)	19,650	2.8	3.1	35.7	
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide, Alta.	550	3.7	4.0	24	2003/02/28
Architectural Glass and Metal Contractors Association, glaziers, province-wide, Ont.	600	2.5	2.4	36	2004/04/30
Independent Plumbing and Heating Contractors' Association, plumbers and pipefitters, Metropolitan Toronto, Ont.	500	4.1	4.6	36	2004/04/30
Master Insulators' Association of Ontario Inc., insulation workers, province-wide, Ont.	1,200	2.5	2.5	36	2004/04/30
Mechanical Contractors Association of Ontario, plumbers and pipefitters, province-wide, Ont.	8,000	2.8	3.2	36	2004/04/30
Metropolitan Plumbing and Heating Contractors Association, plumbers and pipefitters, Metropolitan Toronto, Ont.	700	2.9	2.7	36	2004/04/30
Ontario Formwork Association, heavy equipment operators, province-wide, Ont.	600	3.7	3.8	36	2004/04/30
Ontario Industrial Roofing Contractors' Association, roofers, province-wide, Ont.	1,300	3.0	2.9	36	2004/04/30
Plasterers Employer Bargaining Agency, plasterers, province-wide, Ont.	500	2.7	3.7	36	2004/04/30
Rodworker Employer Bargaining Agency, rodmen, province-wide, Ont.	1,500	2.7	2.8	36	2004/04/30
Terrazzo, Tile and Marble Guild of Ontario, Inc., masonry workers, province-wide, Ont.	4,200	2.8	2.9	36	2004/04/30
Manufacturing (3 agreements)	2,370	2.3	2.3	38.5	
Cleyn & Tinker inc., plant and maintenance employees, Huntingdon, Que.	500	2.8 *	3.1	48	2004/05/02
Consumers Glass, plant and maintenance employees, Brampton, Ont.	550	0.0 *	0.0	36	2004/03/01
Trenton Works Ltd., production, Trenton, N.S.	1,320	3.0 *	3.0	36	2003/10/31
Wholesale and Retail Trade (2 agreements)	1,760	2.0	2.1	30.9	
Société des alcools du Québec, warehouse employees, province-wide, Que.	750	2.5	2.5	24	2002/12/31
Valumart and Independent Grocers, retail employees, province-wide, Ont.	1,010	1.6	1.8	36	2004/01/31
Transportation (2 agreements)	6,000	2.8	2.8	42.2	
Canada Post Corporation, postal supervisors, Canada-Wide	3,100	2.9 *	2.5	48	2005/03/31
Canadian Pacific Limited, shopcraft employees, System-Wide	2,900	2.8	3.2	36	2003/12/31
Education, Health and Social Services (11agreements)	68,330	2.5	2.5	30.8	
Capital District Health Authority, office and					

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

continued on next page

MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
clerical employees, province-wide, N.S. District School Board of Niagara,	1,350	2.0	2.0	36	2003/10/31
elementary teachers, St. Catharines, Ont. Dufferin-Peel Catholic District School Board,	1,900	3.0	3.0	12	2002/08/31
occasional teachers, Mississauga, Ont. Health Employers Association of British Columbia,	720	2.0	2.0	12	2001/12/31
\ non-medical employees, province-wide, B.C. Lambton Kent District School Board,	46,000	2.1 *	2.3	36	2004/03/31
elementary teachers, Samia, Ont. Near North District School Board,	1,000	4.7	4.7	12	2001/08/31
elementary teachers, Parry Sound, Ont. Ottawa-Carleton District School Board,	530	2.5	2.5	12	2001/08/31
elementary teachers, Nepean, Ont. Toronto District School Board, Instructors, Toronto, Ont.	3,200	4.0	6.1	24	2002/08/31
Toronto District School Board, custodial, Toronto, Ont. Toronto District School Board, office and	2,880	3.5	2.0	20	2002/04/30
clerical employees, Toronto, Ont. University College of the Fraser Valley Board,	2,800	3.5	2.0	20	2002/04/30
post-secondary, non university teachers, Abbotsford, B.C.	7,200	3.5	2.0	20	2002/04/30
Public Administration (5 agreements)	750	2.6	2.0	24	2003/03/31
British Columbia Assessment Authority, office and clerical employees, province-wide, B.C.	6,890	2.3	2.5	41.2	
Government of British Columbia, scientific and other professionals, province-wide, B.C.	590	2.5 *	3.0	36	2003/12/31
Government of New Brunswick, general tradesmen, province-wide, N.B.	1,500	2.4 *	2.5	36	2004/03/31
Government of Nunavut, office and technicians employees, Iqaluit, Nunavut	3,000	2.0	2.0	48	2003/12/15
Société immobilière du Québec, office and clerical employees, Montréal, Que.	1,300	3.0	3.5	36	2003/03/31
Agreements with COLA (7 agreements)	500	2.5	2.5	36	2002/12/31
Agreements without COLA (28 agreements)	53,560	2.2 *	2.4	36.8	
All Agreements (35 agreements)	52,180	3.0	2.9	29.6	
	105,740	2.6	2.6	33.3	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Nova Scotia Assn. of Health Org. & Capital District Health Authority	nurses, N.S.G.E. U.	10,550	ARB	Oct. 00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	nurses	40,000	B	Mar. 01
•Government of Saskatchewan	SGEU	9,500	TENT	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	Dec. 00
•VIA	various unions	2,530	PCB/TENT	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration

B bargaining

B/WS bargaining after work stoppage

CO conciliation

MED mediation

M/WS mediation after work stoppage

PAB post-arbitration bargaining

PCB post-conciliation bargaining

PMB post-mediation bargaining

TENT tentative agreement

WS work stoppage

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

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Distribution of Employees and Agreements by Level of Wage Adjustment and by jurisdiction, for Small, Medium and Large Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

From the 537 collective bargaining settlements tracked, 148 small bargaining units (between 100 and 499 employees) settled as compared to 277 medium bargaining units (500 to 1999 employees) and 112 large bargaining units with 2000 employees and over.

In the **Atlantic** provinces, the small bargaining units report nominal base-rate wage adjustment of 2.0 to 2.9 per cent for 56.3 per cent of employees and 55.2 per cent of agreements. The same adjustment rate applies to the medium bargaining units with 44.4 per cent of employees and 50.0 per cent of agreements. For the large bargaining units, the 1.0 to 1.9 per cent of wage increase band represents the majority of employees (54.6 per cent) and one third of the agreements (33.3 per cent). The same distribution of agreements (33.3 per cent) is observed in the 2.0 to 2.9 per cent and 3.0 to 3.9 per cent wage adjustment category, representing 16.4 and 29.0 per cent of employees respectively.

In the province of **Quebec**, a large majority of all bargaining units were concentrated in the 2.0 to 2.9 per cent wage adjustment rate. By size of bargaining units, this wage adjustment band covers 60.7 per cent of employees in the small bargaining units, 79.9 per cent in the medium, and 97.0 per cent in the large. By distribution of agreements, the 2.0 to 2.9 per cent wage adjustment band represents 61.1 per cent of small bargaining units, 79.7 per cent in the medium and 91.7 per cent in the large.

In the province of **Ontario**, all bargaining units had a higher frequency distribution of both employees and agreements in the 2.0 to 2.9 per cent wage adjustment category. In the small bargaining units, this represents 45.7 per cent of employees and 44.9 per cent of agreements as compared to the medium bargaining units with 37.6 per cent of employees and 37.6 per cent of agreements. However, a relatively significant number of employees (30.8 per cent) from the small bargaining units represented by 28.5 per cent of agreements have received wage increases in the range of 3.0 to 3.9 per cent. In the large bargaining units, the majority of employees (58.2 per cent) and almost half of the agreements (48.5 per cent) were in the 2.0 to 2.9 per cent wage adjustment category.

In the **Prairie** provinces, the majority of both employees and agreements were found in the upper half of wage adjustment

scale. In the small bargaining units, the 3.0 per cent and greater wage adjustment category represented 69.4 per cent of employees and two thirds of the agreements (66.6 per cent). In the medium bargaining units, 38.9 per cent of employees and 42.2 per cent of agreements received 2.0 to 2.9 per cent, while the large bargaining units reported 44.7 per cent of employees and 42.9 per cent of agreements in the 4 per cent and greater category. Moreover, medium and large bargaining units with respectively 97.8 and 100.0 per cent of employees and 98.6 and 100.0 per cent of agreements had received 2.0 per cent and greater wage adjustment rates.

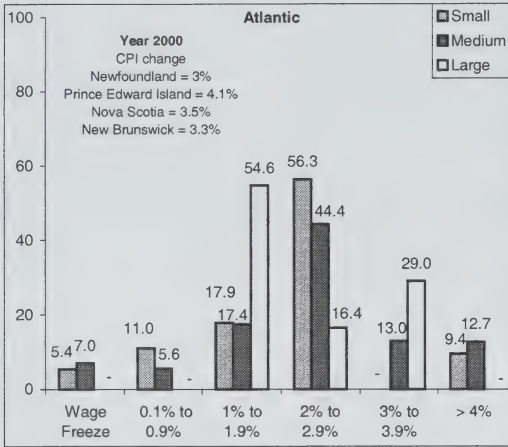
By contrast, in the province of **British Columbia**, the majority of employees and agreements were found in the lower half of the wage adjustment scale. In fact, the 2.0 to 2.9 per cent wage adjustment range was the ceiling for the small and large bargaining units. The small bargaining units report 54.2 and 38.1 per cent of employees in the 1.0 to 1.9 and 2.0 to 2.9 per cent wage adjustment category respectively with 45.5 per cent of agreements in both categories. The medium and large bargaining units, respectively with 46.7 and 62.7 per cent of employees and 45.8 and 55.6 per cent of agreements, had wage increases in the range of 2.0 to 2.9 per cent. However, the medium bargaining units had almost an equal number of employees (40.5 per cent) and agreements (41.7 per cent) in the 0.1 to 0.9 per cent wage adjustment category.

In the **Multiprovince** jurisdiction, the medium bargaining units received wage increases from 1.0 to 1.9 per cent with 58.8 per cent of employees and 50.0 per cent of agreements. In the large bargaining units, 100.0 per cent of both employees and agreements reported 2.0 to 2.9 per cent wage adjustments. There was no small bargaining unit in the multiprovince jurisdiction.

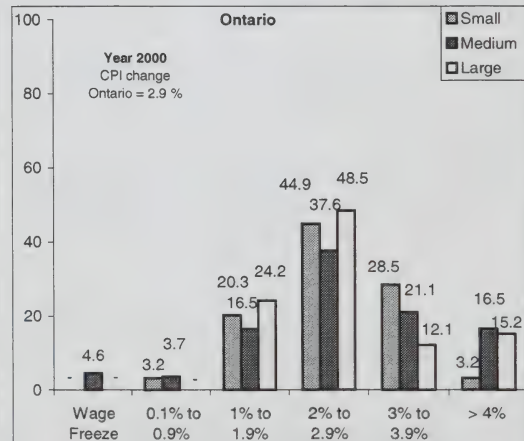
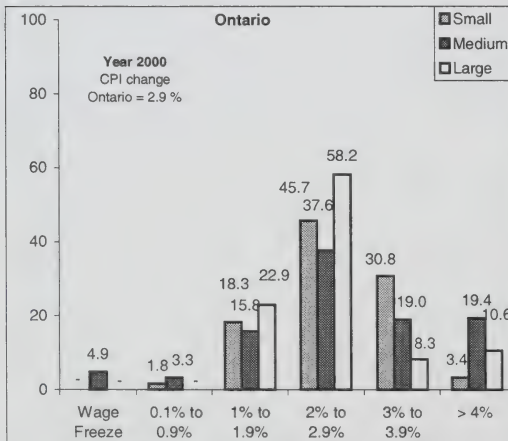
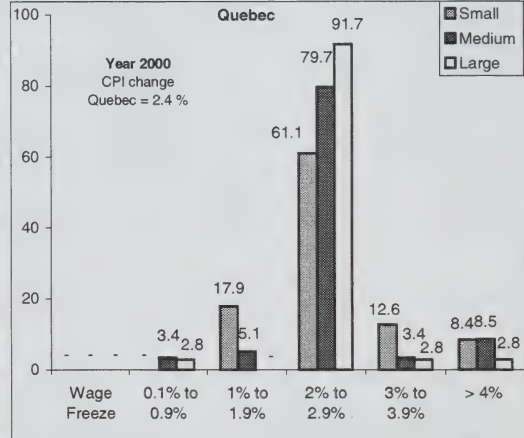
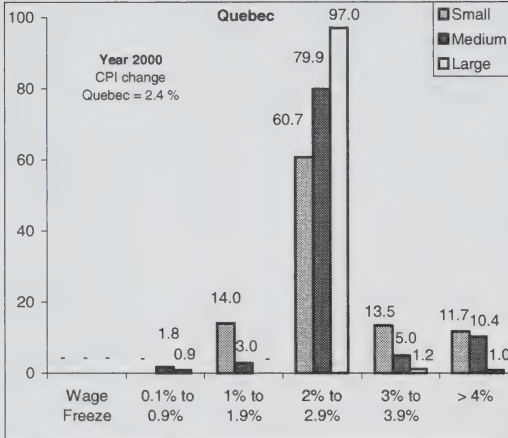
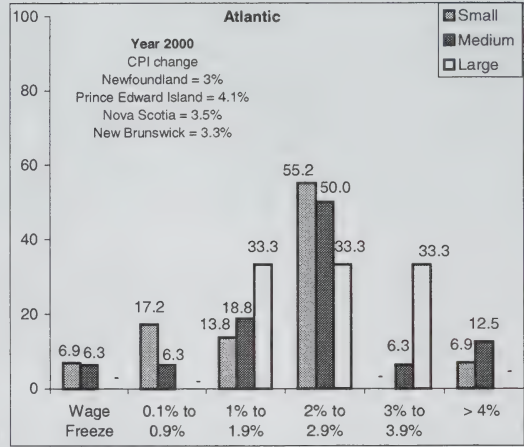
In the **Federal** jurisdiction, in the small bargaining units, 34.2 per cent of employees and 37.7 per cent agreements were in the wage adjustment category of 3.0 to 3.9 per cent. The medium and large size bargaining units had a large majority in the 2.0 to 2.9 per cent wage adjustments respectively with 71.4 and 95.0 per cent of employees and 70.0 and 86.7 per cent of agreements. There was no large bargaining unit reporting wage increases below 2.0 per cent

On a national basis, we find the 2.0 to 2.9 per cent wage adjustment category being the mode for all bargaining units regardless of size. In the case of small and medium bargaining units, almost half of the employees (49.7 and 47.3 per cent) and 48.4 and 48.5 per cent of agreements were observed in this category. Moreover, the large bargaining units had the largest proportion of both employees and agreements (67.6 and 62.5 per cent) respectively in the 2.0 to 2.9 per cent category. The annual CPI for the year 2000 was reported at 2.7 per cent.

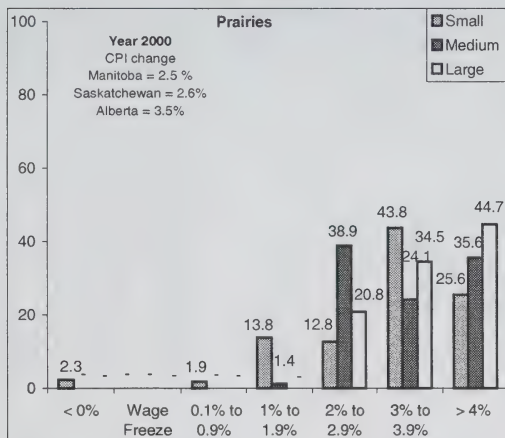
Percentage Distribution of Employees by Wage Adjustment, by Jurisdiction



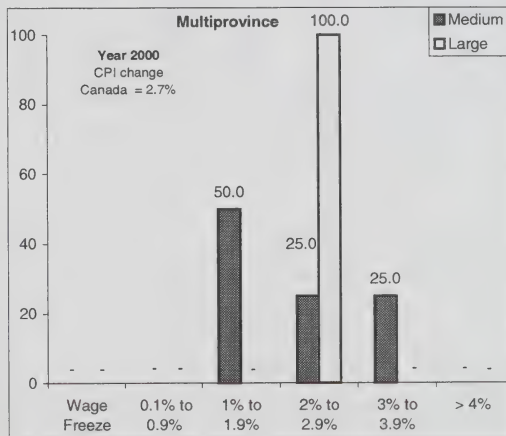
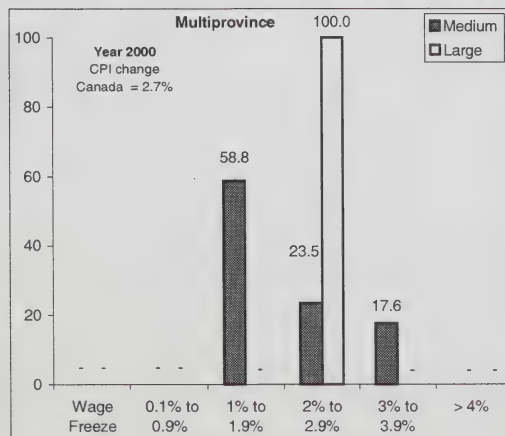
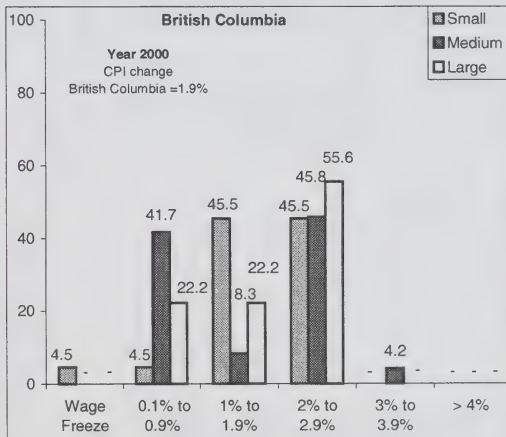
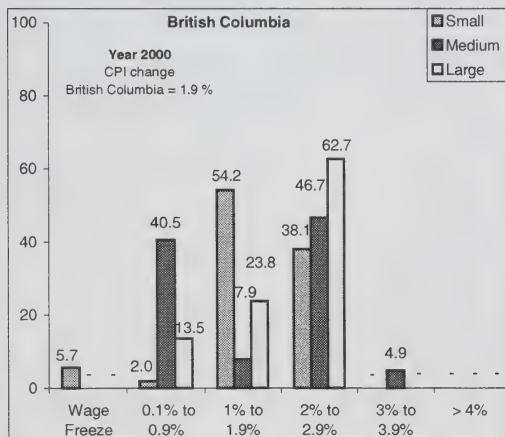
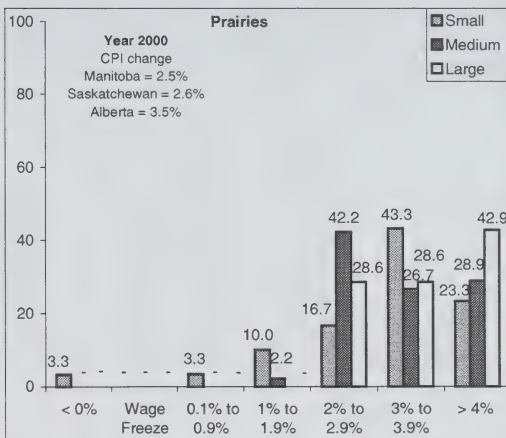
Percentage Distribution of Agreements by Wage Adjustment, by Jurisdiction



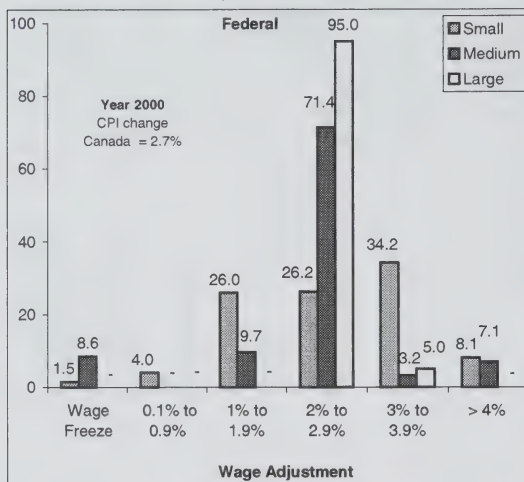
Wage Adjustment
Percentage Distribution of Employees by Wage Adjustment,
by Jurisdiction



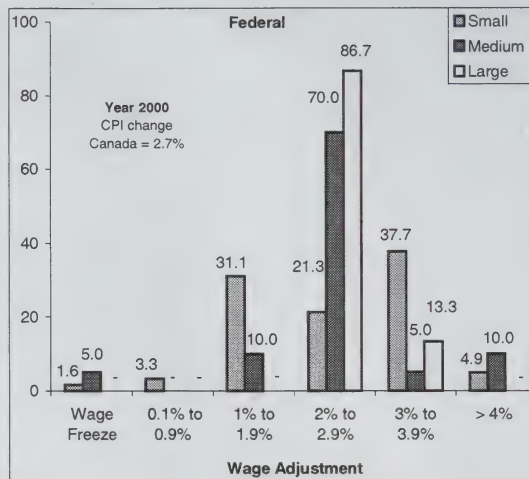
Wage Adjustment
Percentage Distribution of Agreements by Wage Adjustment,
by Jurisdiction



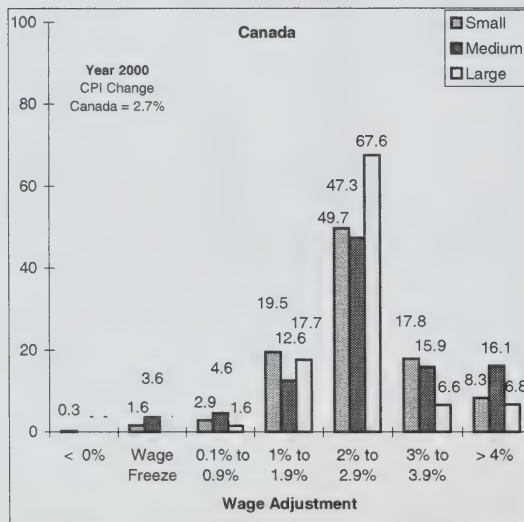
Wage Adjustment
Percentage Distribution of Employees by Wage Adjustment,
by Jurisdiction



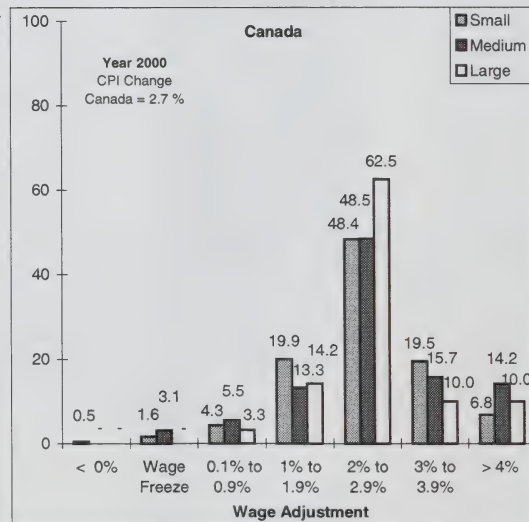
Wage Adjustment
Percentage Distribution of Agreements by Wage Adjustment,
by Jurisdiction



Percentage Distribution of Employees by Wage Adjustment,
by Size of Bargaining Unit



Percentage Distribution of Agreement by Wage Adjustment,
by Size of Bargaining Unit



Explanatory Notes

Small Bargaining Units: for more information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer, Vol. 3, No.2, pp. 13-20.



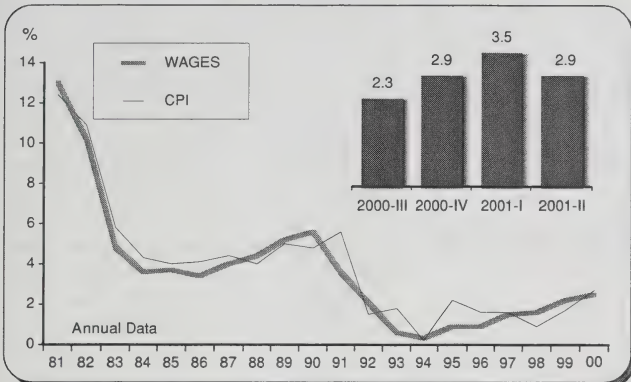
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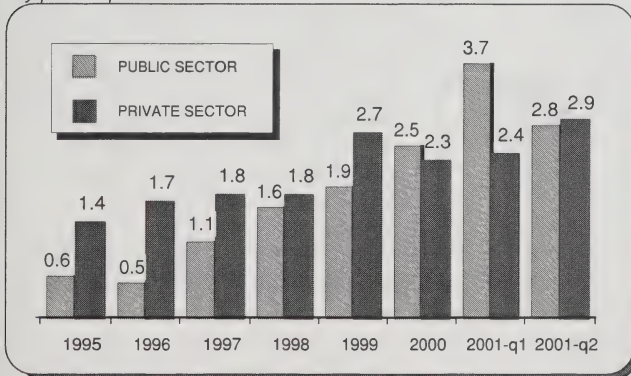
THE WAGE SETTLEMENTS BULLETIN

August 2001
Volume 12, Issue 8

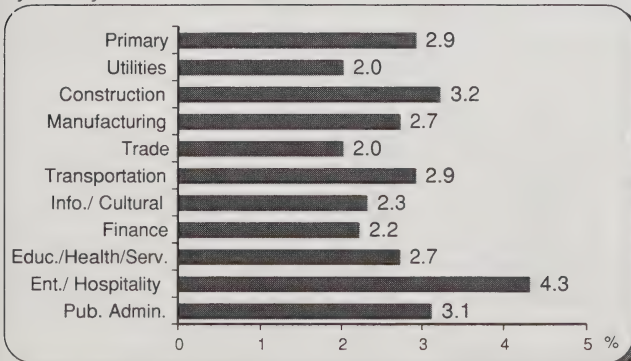
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for Second Quarter 2001

Major collective bargaining settlements reached in the **second quarter of the year 2001** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term, down from the 3.5 per cent figure in the first quarter of 2001 but higher than the 2.5 per cent figure for the year 2000.

The results for the second quarter 2001 are based on a review of 136 settlements covering 278,660 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9 per cent, a smaller gain than in their current settlements.

There has been a gradual rise in the size of overall wage adjustments since 1994. However second quarter wage gains (at 2.9 per cent) moderated somewhat from the 3.5 per cent increase in the previous quarter. This average wage adjustment for the second quarter of the year 2001 also remains below the most recent annual peak of 5.6 per cent in 1990.

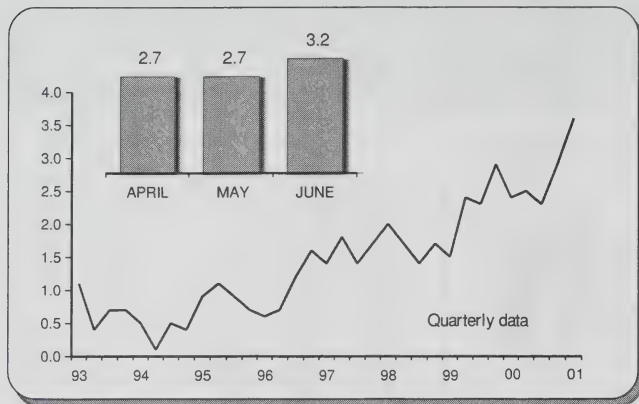
There has been increased settlement activity in the construction sector. Second quarter settlements in this sector (26 agreements covering 51,870 employees) already exceeds the total for the year 2000 (8 agreements covering 9,380 employees). Construction wage increases averaged 3.2 per cent in the second quarter, compared to the 3.6 per cent average in the previous year.

Wage adjustments for 191,600 employees in 78 second-quarter **public-sector** settlements averaged **2.8 per cent**. In the **private sector**, 58 settlements provided wage adjustments averaging **2.9 per cent** for 87,060 employees. Since 1993, average wage adjustments in the private sector had generally been above those in the public sector, although the gap had been narrowing since late 1997. Since May 2000, public sector increases had generally been higher than those in the private sector, but the gap has narrowed again in recent months.

Second-quarter 2001 wage increases by industry are shown in the adjoining chart.

On a regional/jurisdictional basis, second quarter 2001 wage increases in descending order of magnitude were: the Prairie provinces, with wage adjustments averaging 3.9 per cent (Alberta at 4.5 per cent); the Atlantic provinces at 3.8 per cent (Nfld. at 5.0 per cent); Federal jurisdiction at 3.2 per cent; Ontario at 3.0 per cent; Multi-province at 2.7 per cent; Quebec at 2.4 per cent and British Columbia at 2.1 per cent.

Perspective on base rate percentage adjustments from major settlements



Wage Data for June 2001

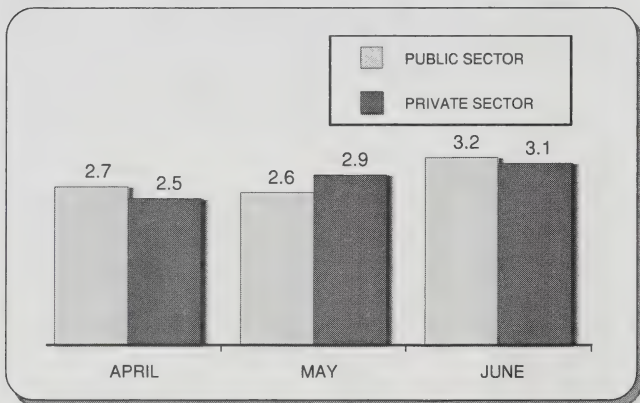
Base rate wage adjustments from major collective bargaining settlements reached in **June 2001** averaged **3.2 per cent** annually over the contract term, up from 2.7 per cent in May and from 2.5 per cent in the year 2000.

The results for June 2001 are based on a review of 61 settlements covering 106,030 employees. When the parties to these settlements had previously negotiated, the resulting wage adjustments averaged 2.4 per cent, compared to the 3.2 per cent in their current round of settlements.

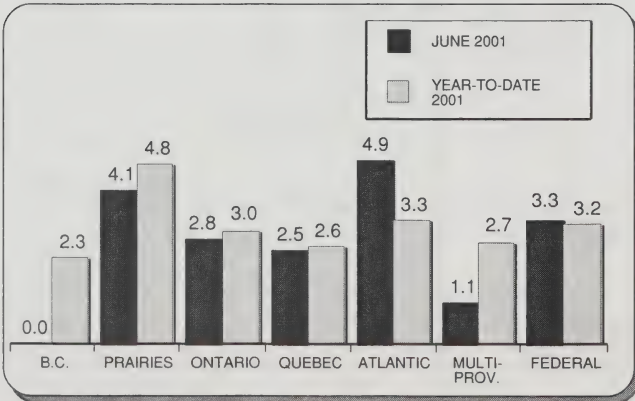
Wage adjustments in June settlements ranged from a wage freeze for 570 employees with the Pacific Blue Cross, B.C. Life and Casualty, to a high of 5.6 per cent for 4,500 carpenters with the Alberta Construction Labour Relations Association.

Wage gains in June were only fractionally higher in the **public sector** (3.2 per cent) than in the **private sector** (3.1 per cent). The public sector data cover 68,620 employees in 37 agreements. There were 24 private sector agreements, covering 37,410 employees. In the public sector, 6,770 hospital support employees settled with the Government of Newfoundland for wage gains averaging 5.0 per cent. The Government of Canada settled with 8,800 computer systems administrators for wage gains averaging 4.4 per cent, also with 7,200 economists and social science support staff at 2.9 per cent and with 3,500 employees at the Canada Food Inspection Agency for 2.6 per cent. In the private sector, there was the Alberta CLRA agreement with the carpenters at 5.6 per cent, and Ontario construction agreements with the labourers at 3.1 per cent, and with the iron workers at 2.6 per cent.

Base rate percentage adjustments from major settlements, by public / private sectors



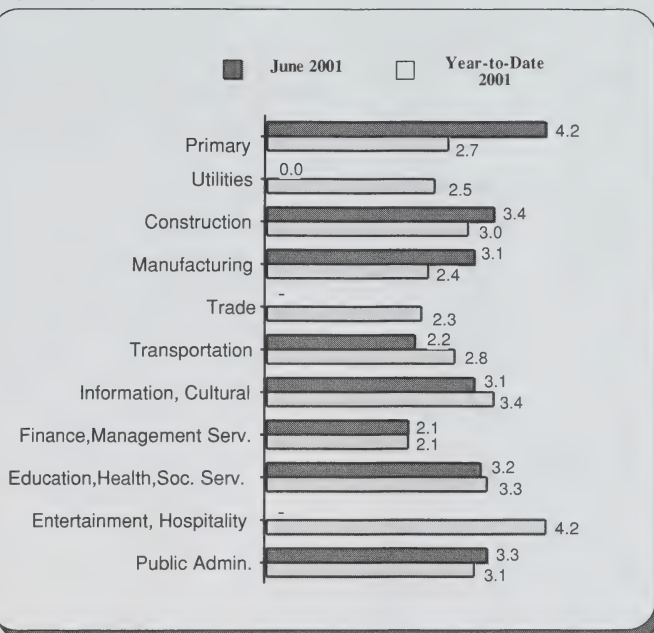
Base rate percentage adjustments from major settlements, by region / jurisdiction



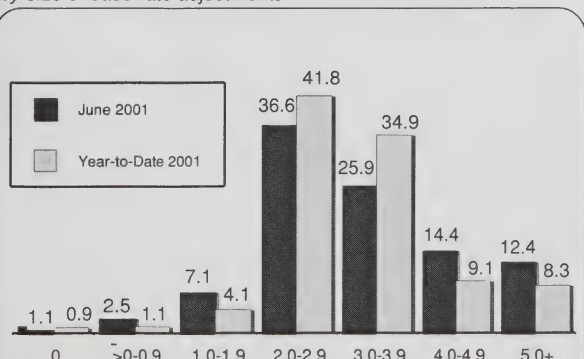
On a regional/jurisdictional basis, wage adjustments in June, in descending order of magnitude were: the Atlantic provinces at 4.9 per cent (due to the Nfld. Hospital contract at 5.0 per cent); the Prairie provinces at 4.1 per cent; the Federal jurisdiction at 3.3 per cent; Ontario at 2.8 per cent; Quebec at 2.5 per cent; a single multi-province agreement at 1.1 per cent and a single agreement in B.C. with a wage freeze (Pacific Blue Cross).

On an industry basis, the largest increase was in the **primary** sector as a single agreement provided 1,400 employees with a wage adjustment averaging **4.2 per cent**. The largest concentration of employees was in **education, health and social services**; 27 agreements provided 43,030 employees (40.6% of all employees covered) with wage gains averaging **3.2 per cent**. In the **construction** sector, 10 agreements provided 21,880 workers with wage gains averaging **3.4 per cent**. In **public administration**, 8 agreements provided 24,190 employees with wage increases averaging **3.3 per cent**. In the **manufacturing sector**, 7 agreements provided 5,950 employees with wage increases averaging **3.1 per cent**. In the **information and cultural industries**, 500 employees in a single agreement received a wage gain of **3.1 per cent**. In **transportation**, 2 agreements provided 1,450 employees with increases averaging **2.2 per cent**. In the **finance & management services sector**, wage increases averaged **2.1 per cent** for 7,070 employees in 4 settlements. There were no major settlements in **trade** or **entertainment and hospitality industries**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	2	7,570
Quebec	7	9,830
Ontario	34	53,980
Prairie provinces	9	10,700
B.C.	1	570
Multi-province	1	600
Federal	7	22,780

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		2001			Year to
				2	3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions												
Average Annual Adjustments	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	2.7	2.7	3.2	3.1
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.7	3.1	3.0	3.1	3.2	3.3
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.1	2.2	3.0	2.4
First Year Adjustment	1.4	1.9	2.3	2.6	2.4	3.1	4.2	2.9	3.0	2.7	3.1	3.4
Non-COLA	1.4	1.7	2.3	2.6	2.6	3.1	4.3	3.1	3.5	3.0	3.1	3.6
COLA	2.5	3.4	2.3	3.1	1.2	1.7	3.9	2.3	2.0	2.4	2.8	2.9
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	1.8	-	4.2	2.7
Utilities	2.4	1.8	3.2	2.8	2.5	2.7	2.8	2.0	2.2	3.0	0.0	2.5
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	2.8	3.0	3.4	3.0
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	2.3	3.1	2.4
Wholesale and Retail Trade	1.8	1.3	1.7	2.2	1.5	1.7	2.9	2.0	-	2.0	-	2.3
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	3.1	2.9	2.2	2.8
Information and Cultural Industries	1.1	2.5	2.9	-	2.0	3.7	3.7	2.3	1.7	-	3.1	3.4
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.0	2.2	-	3.1	2.1	2.1
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.2	2.7	2.4	2.6	3.2	3.3
Entertainment, Hospitality Industry	3.4	2.6	3.1	-	2.4	4.1	3.0	4.3	4.3	-	-	4.2
Public Administration	1.8	2.2	2.3	2.1	2.6	2.4	3.1	3.1	3.2	2.3	3.3	3.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	-	5.0	5.0	5.0
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	-	-	-	2.5
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.6	2.2	2.5	3.3	2.5
New Brunswick	1.5	2.4	2.8	2.5	2.7	3.3	2.0	2.0	-	2.0	-	2.0
Quebec	1.1	1.6	2.3	2.7	2.8	2.6	3.9	2.4	2.1	2.6	2.5	2.6
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.3	3.1	2.8	3.0
Manitoba	1.4	2.5	2.6	2.5	2.4	3.5	1.8	2.4	3.0	-	2.0	2.1
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	-	3.0	-	3.0
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.5	3.4	5.0	4.8	5.4
British Columbia	0.8	0.8	1.7	0.7	1.9	2.2	2.9	2.1	2.0	2.1	0.0	2.3
Multi-Province	1.5	2.2	2.4	1.8	2.7	2.3	3.2	2.7	2.8	3.0	1.1	2.7
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.0	2.4	3.3	3.2	1.7	2.9	3.3	3.2
Public Sector	1.6	1.9	2.5	2.5	2.6	3.1	3.7	2.8	2.7	2.6	3.2	3.2
Private Sector	1.8	2.7	2.3	2.4	1.9	2.2	2.4	2.9	2.5	2.9	3.1	2.8
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.6	3.9	3.3	3.2

*January to June data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries(1 agreement)	1,400	4.2	4.5	36	
Suncor Energy Inc., Oil Sands, mine employees, Fort McMurray, Alta.	1,400	4.2	4.5	36	2004/04/30
Utilities(1 agreement)	560	0.0	0.0	24	
Enbridge Inc., office and technical employees, province-wide, Ont.	560	0.0	0.0	24	2003/03/31
Construction (10 agreements)	21,880	3.4	3.6	34.1	
Alberta Construction Labour Relations Association, carpenters, province-wide, Alta.	4,500	5.6	6.3	24	2003/04/30
Construction Labour Relations Association of Manitoba, carpenters, province-wide, Man.	850	1.9	2.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, labourers, province-wide, Man.	500	2.1	2.2	36	2004/04/30
Construction Labour Relations Association of Manitoba, plumbers and pipefitters, province-wide, Man.	1,000	2.1	1.7	36	2004/04/30
Construction Management Bureau Limited, labourers, Mainland, N.S.	800	3.3	4.4	60	2006/04/30
Labourers Employer Bargaining Agency, labourers, province-wide, Ont.	8,000	3.1	3.0	36	2004/04/30
Ontario Concrete & Drain Contractors' Association, labourers, Toronto, Ont.	670	4.0	4.8	36	2004/04/30
Ontario Erectors Association, Incorporated, iron workers, province-wide, Ont.	4,000	2.6	2.7	36	2004/04/30
Pipe Line Contractors Association of Canada, truck drivers, Canada-Wide	600	1.1	0.6	24	2003/04/30
Residential Low Rise Forming Contractors' Assn. of Metro. Toronto, labourers, Toronto, Ont.	960	3.7	3.8	36	2004/04/30
Manufacturing (7 agreements)	5,950	3.1	2.7	36	
A.G. Simpson Co. Limited, plant and maintenance employees, Cambridge, Ont.	1,200	2.5 *	1.7	36	2004/07/28
AMF Industries inc., (Division of GEC Alsthom), general tradesmen, Montréal, Que.	640	3.0	3.0	36	2003/11/17
Camco inc., production, Montréal, Que.	830	3.0 *	2.9	36	2004/03/04
GDX Automotive, Division of GenCorp Canada Inc., plant and maintenance employees, Welland, Ont.	1,100	3.6 *	3.1	36	2004/05/31
H.J. Heinz Co. of Canada Ltd., plant and maintenance employees, Leamington, Ont.	630	3.3 *	3.5	36	2004/04/30
Noranda inc. - Affinerie CCR, production, Montréal-Est, Que.	600	4.0 *	4.1	36	2004/05/30
Uniroyal Goodrich Tire Manufacturing, production, Kitchener, Ont.	950	2.7 *	2.0	36	2004/05/31
Transportation (2 agreements)	1,450	2.2	2.6	46.9	
Canadian Lake Carriers Association, unlicensed personnel, Great Lakes Region	660	2.0 *	3.0	60	2006/05/31
Loomis Courier Service, division of Mayne Nickless Transport Inc., truck drivers, province-wide, B.C.	790	2.3	2.2	36	2003/12/31
Information and Culture (1 agreement)	500	3.1	3.4	27	
Calgary Public Library Board, librarians, Calgary, Alta.	500	3.1	3.4	27	2003/03/31
Finance, Real Estate, Management Services (4 agreements)	7,070	2.1	2.6	46.4	
Association des entrepreneurs de services d'édifices Québec inc., service and maintenance employees, Montréal, Que.	4,500	2.4	3.4	57	2005/05/31
Burns International Security Services Limited, security guards, province-wide, Ont.	1,100	2.0	1.4	36	2004/05/31
National Research Council of Canada, technical employees, Canada-Wide	900	2.3	2.0	24	2002/02/13
Pacific Blue Cross, B.C. Life & Casualty Company, office and clerical employees, Vancouver, B.C.	570	0.0	0.0	18	2002/07/31
Education, Health and Social Services (27agreements)	43,030	3.2	3.1	22.8	
District School Board of Niagara, office and clerical employees, St. Catharines, Ont.	700	3.1	3.1	24	2003/12/31

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
District School Board of Niagara, service and maintenance employees, St. Catharines, Ont.	730	3.0	3.0	24	2003/12/31
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga, Ont.	2,950	3.0	3.0	24	2003/08/31
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga, Ont.	1,600	3.0	3.0	24	2003/08/31
Durham District School Board, elementary teachers, Whitby, Ont.	1,850	5.0	5.0	12	2002/08/31
Durham District School Board, occasional teachers, Whitby, Ont.	530	3.5	2.0	24	2002/12/31
Durham District School Board, secondary teachers, Whitby, Ont.	1,410	3.5	2.0	24	2002/08/31
Fort Garry School Division No. 5, teachers, Fort Garry, Man.	520	1.7	1.5	42	2000/06/30
Government of Newfoundland and Labrador (Hospital Support), support employees, province-wide, Nfld.	6,770	5.0	5.0	36	2004/03/31
Government of Quebec, post-secondary, non university teachers, province-wide, Que.	830	2.4	1.6	48	2002/06/30
Hamilton-Wentworth District School Board, custodial, Hamilton, Ont.	500	1.3	1.3	24	2003/08/31
Lambton Kent District School Board, secondary teachers, Sarnia, Ont.	660	2.4	2.4	12	2002/08/31
Limestone District School Board, elem. teachers, Kingston, Ont.	760	2.5	2.5	12	2002/08/31
Northern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Edmonton, Alta.	820	4.7	5.0	36	2004/07/03
Peterborough Victoria Northumberland & Clarington CDSB, support employees, Peterborough, Ont.	520	2.0	2.0	12	2002/08/31
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	1,850	2.5	2.5	12	2002/08/31
Simcoe County District School Board, occasional teachers, Midhurst, Ont.	720	3.7	3.6	24	2003/08/31
Thames Valley District School Board, elementary teachers, London, Ont.	2,950	4.0	4.0	12	2002/08/31
Thames Valley District School Board, secondary teachers, London, Ont.	1,750	3.7	3.7	12	2002/08/31
Toronto Catholic District School Board, elementary teachers, Toronto, Ont.	3,600	3.0	3.0	12	2002/08/31
Toronto Catholic District School Board, occasional teachers, Toronto, Ont.	800	2.0	1.5	24	2002/08/31
Toronto Catholic District School Board, secondary teachers, Toronto, Ont.	2,000	2.5	3.0	24	2003/08/31
Toronto District School Board, occasional teachers, Ont. (2 agts)	3,350	1.8	1.9	24	2002/08/31
Toronto District School Board, tradesmen, Toronto, Ont.	860	2.3	2.5	36	2003/08/31
Upper Canada District School Board #26, elementary teachers, Brockville, Ont.	1,300	2.5	2.5	12	2002/08/31
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	2,700	0.9	1.2	24	2003/08/31
Public Administration (8 agreements)	24,190	3.3	2.6	32	
Canadian Food Inspection Agency, administrative and support employees, Canada-Wide	3,500	2.6	3.8	36	2002/12/31
City of Laval, inside employees, Laval, Que.	670	2.3	2.0	36	2002/12/31
City of Lethbridge, inside and outside employees, Lethbridge, Alta.	610	2.2	3.0	32	2002/12/31
City of Thunder Bay, inside and outside employees, Thunder Bay, Ont.	720	2.5	2.5	24	2002/12/31
Government of Canada, computer operators, Canada-Wide	8,800	4.4	2.5	24	2002/04/30
Government of Canada, social science employees, Canada-Wide	7,200	2.9	2.5	36	2003/06/21
Government of Canada, translators, Canada-Wide	930	2.5	2.5	36	2003/04/18
Government of Quebec, correctional officers, province-wide, Que.	1,760	1.8	1.5	48	2002/12/31
Agreements with COLA (7 agreements)	5,970	3.0 *	2.8	38.7	
Agreements without COLA (54 agreements)	100,060	3.2	3.1	29.6	
All Agreements (61 agreements)	106,030	3.2	3.1	30.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	MED/TENT	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Nova Scotia Assn. of Health Org. & Capital District Health Authority	Nurses, N.S.G.E. U.	10,550	ARB	Oct. 00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	B	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	June 01
•VIA	various unions	1,100	PCB	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	MWS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

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or E-mail: wid-imt@hrdc-drhc.gc.ca

Wage Adjustments for Small, Medium and Large Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

During the last four quarters (July 2000 to June 2001), there were 506 collective bargaining settlements reached. Of these, 137 settlements were in small bargaining units (between 100 and 499 employees), 277 were in medium bargaining units (500 to 1999 employees) and 92 were in large bargaining units (2000 employees and over).

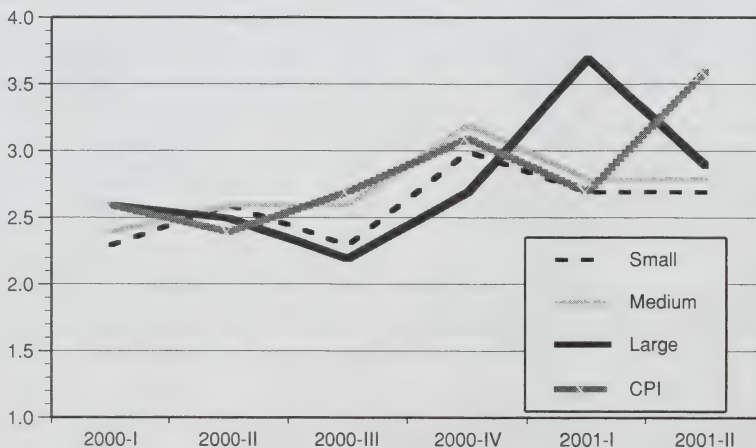
These collective bargaining settlements provided an average annual base-rate wage increase ranging between 2.2 and 3.2 per cent. This result is broken down into small, medium and large size bargaining units.

In the **small** bargaining units, 137 settlements recorded an average annual wage increase of 2.8 per cent during the four quarters. In the second quarter of the year 2001, 39 settlements averaged an annual increase of 2.7 per cent compared to a 2.6 per cent for the same quarter in the year 2000.

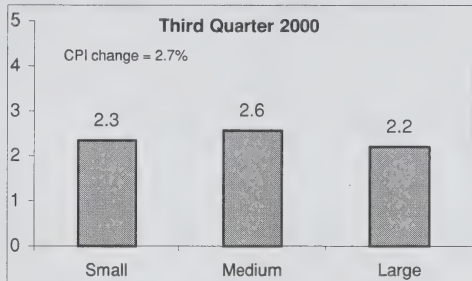
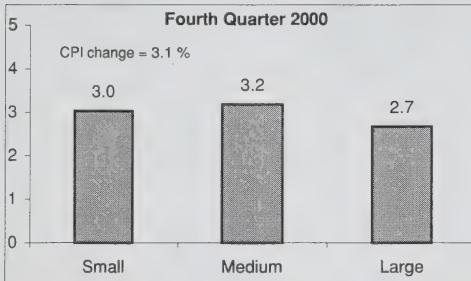
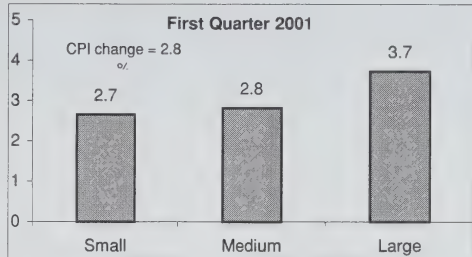
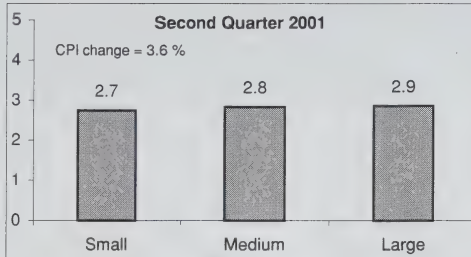
In the **medium** bargaining units, 258,640 employees covered by 277 settlements received an average annual wage increase of 2.9 per cent, slightly higher than the settlements of small bargaining units. In the second quarter of the year 2001, 95,960 employees covered by 104 settlements averaged an annual increase of 2.8 per cent compared to 2.6 per cent for the same quarter in the year 2000.

In the **large** bargaining units, 492,090 employees in 92 agreements received an average annual wage increase of 2.9 per cent, comparable to the settlements for medium size bargaining units. In the second quarter of the year 2001, 182,700 employees covered by 32 settlements averaged an annual increase of 2.9 per cent compared to a 2.5 per cent for the same quarter in the year 2000.

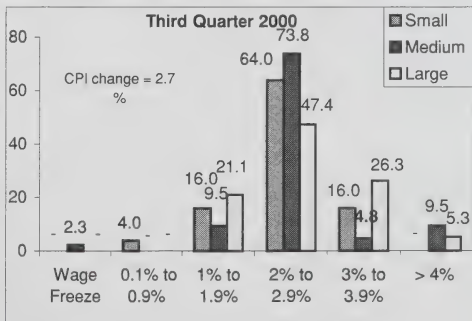
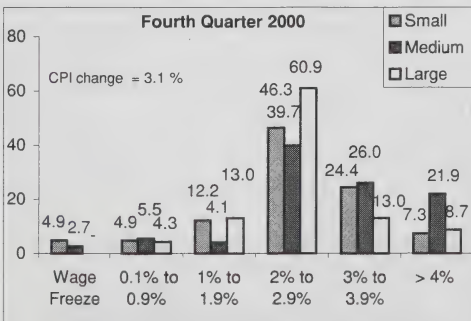
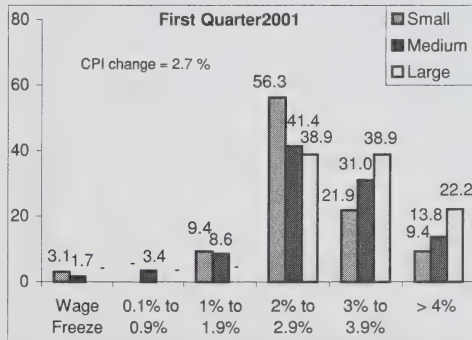
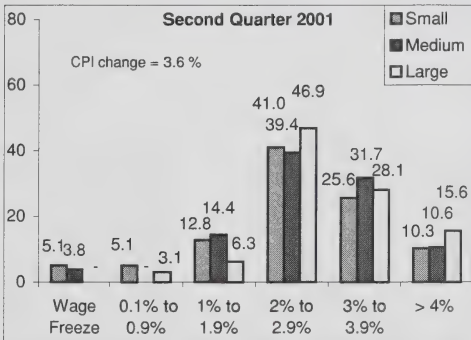
Quarterly Wage Adjustments by Size of Bargaining Unit



Base Rate Wage Adjustments by Size of Bargaining Units



Wage Adjustment Distribution by Percentage of Employees



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JUNE

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction					
Alberta Construction Labour Relations Association, masonry workers, province-wide, Alta.	200	3.7	6.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, iron workers, province-wide, Man.	260	2.2	2.1	36	2004/04/30
Construction Labour Relations Association of Manitoba, roofers, province-wide, Man.	200	2.2	2.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, sheet metal workers, province-wide Man.	100	1.9	1.9	36	2004/04/30
Construction Labour Relations Association of Manitoba, sheet metal workers, province-wide, Man.	100	1.8	1.8	36	2004/04/30
Pipe Line Contractors Association of Canada, plumbers and pipefitters, Canada-Wide, Multi#	150	2.3	2.1	36	2004/04/30
Manufacturing					
AT Plastics Inc., plant and maintenance employees, Edmonton, Alta.	230	3.2	3.5	36	2004/02/02
Beachville Limited, heavy equipment operators, Ingersoll, Ont.	140	4.7 *	4.7	12	2002/03/31
Dairyworld Foods, plant and maintenance employees, Calgary, Alta.	280	2.0	2.0	36	2004/04/30
Emco Limitée, plant and maintenance employees, Pont-Rouge, Que.	160	2.7 *	3.0	60	2005/12/31
Lilydale Co-operative Limited, plant and maintenance employees, Wynyard, Sask.	430	2.7	3.1	36	2004/01/31
Parmalat Dairy and Bakery Inc., production, Brampton, Ont.	180	0.6	1.8	36	2004/04/05
Transportation					
Marine Atlantic Inc., longshoremen, Atlantic Coast, Multi#	420	2.8 *	4.0	60	2005/12/31
Information and Culture (1 agreements)					
Edmonton Public Library, librarians, Edmonton, Alta.	450	3.5	4.0	24	
	450	3.5	4.0	24	2002/12/31
Education, Health and Social Services					
Brant Haldimand-Norfolk Catholic District School Board, elementary teachers, Brantford, Ont.	460	2.6	3.3	24	2003/08/31
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	360	3.5	3.5	12	2001/08/31
Entertainment and Hospitality					
Movenpick Restaurants of Switzerland, hotel or restaurant employees, Toronto, Ont.	100	0.0	0.0	24	2002/07/21

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Small Bargaining Units: for more Information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer. Vol. 3, No.2, pp. 13-20.

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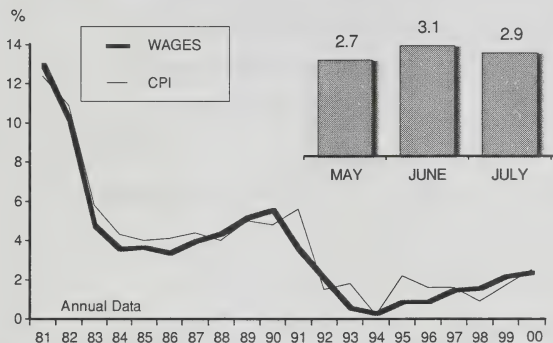


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THE WAGE SETTLEMENTS BULLETIN

September 2001
Volume 12, Issue 9

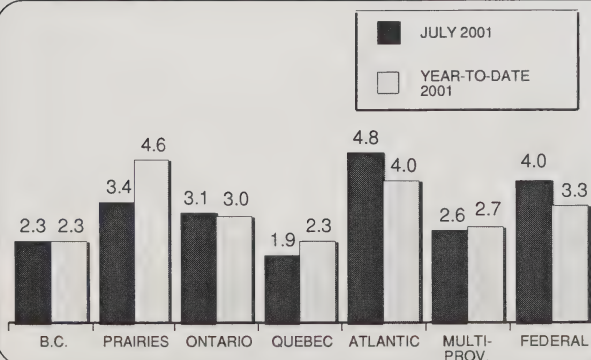
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for July 2001

Major collective bargaining settlements reached in **July 2001** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term. This figure was slightly lower than the 3.1 per cent average for June, but higher than the 2.5 per cent average for the year 2000.

The July 2001 results are based on a review of 29 settlements reached in the period, with a coverage of 39,600 employees. When the parties to the July 2001 settlements previously negotiated (with contract durations averaging 41 months), the resulting wage adjustments averaged 1.6 per cent, compared to the 2.9 per cent in their current round of settlements and current contract durations averaging 30 months.

Wage adjustments in base rates for the year-to-date (January to July 2001) averaged 3.1 per cent.

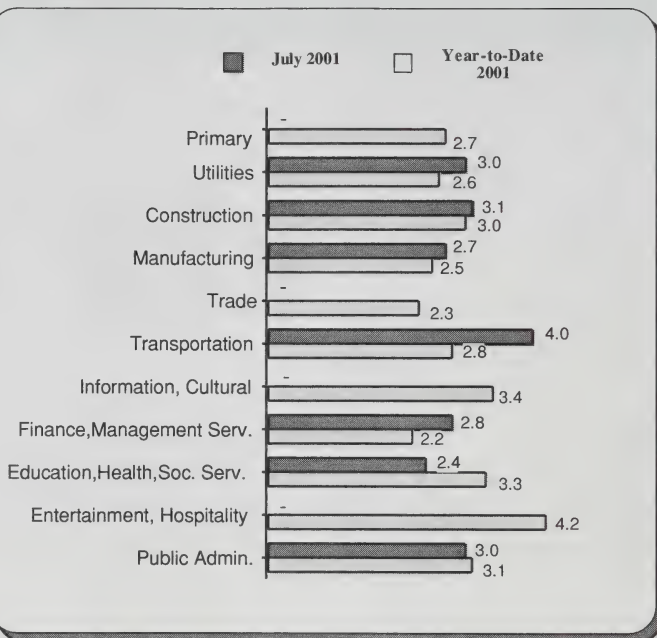
Wage adjustments in major settlements ranged from a wage freeze for 1,570 firefighters with the City of Montreal, to a 5.6 per cent increase between 600 tradesmen and the Alberta Construction Labour Relations Association. Two agreements between the Government of Newfoundland and 4,940 public service employees averaged an increase of 5.0 per cent.

Wage increases were only fractionally lower in the public sector than in the private sector in July. **Public-sector** wage adjustments for 29,820 employees in 21 settlements averaged **2.9 per cent**, down slightly from the 3.2 per cent figure reached in the previous month, but up from the average of 2.5 per cent for the year 2000. In the **private sector**, wage increases for 9,780 employees in only 8 agreements averaged **3.0 per cent**, fractionally below the previous month's figure of 3.1 per cent, but still above last year's average of 2.3 per cent.

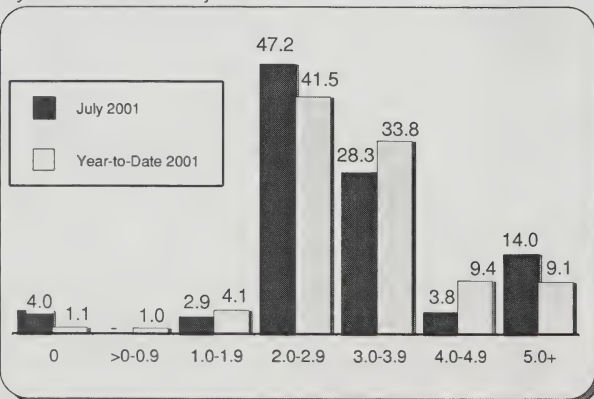
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Atlantic provinces at 4.8 per cent (3 agreements); the Federal jurisdiction at 4.0 per cent; (2 agreements); Prairie provinces at 3.4 per cent (6 agreements); Ontario at 3.1 per cent (8 agreements); 1 multi-province agreement at 2.6 per cent; British Columbia at 2.3 per cent (2 agreements); Quebec at 1.9 per cent (7 agreements).

On an industry basis, the largest increase was in the **transportation** sector as 2 agreements provided 1,430 employees with wage increases averaging **4.0 per cent**. The largest concentration of employees was in **public administration**; 12 agreements provided 22,030 employees (56% of all employees covered) with wage adjustments averaging **3.0 per cent**. In the **construction** sector, 4 agreements provided 6,850 workers with wage gains averaging **3.1 per cent**. In **utilities**, a single agreement provided 640 employees with a wage increase averaging **3.0 per cent**. In the **finance** sector wage increases averaged **2.8 per cent** for 2,250 employees in 2 settlements. In the **manufacturing** sector, 3 agreements provided 2,100 employees with wage increases averaging **2.7 per cent**. The lowest average adjustments by industry-division was in **education, health and social services**, as 5 agreements provided 4,300 employees with wage increases averaging 2.4 per cent. There were no major settlements in **primary industries, information and cultural industries, trade or entertainment and hospitality industries**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	5,470
Quebec	7	12,040
Ontario	8	5,740
Prairie provinces	6	7,700
B.C.	2	2,720
Multi-province	1	4,500
Federal	2	1,430

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		Year to Date	2001		
				2	3	4	1	2		May	June	July
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	3.1	2.7	3.1	2.9
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.8	3.1	3.3	3.1	3.2	2.9
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.4	2.2	2.9	2.7
First Year Increase	1.4	1.9	2.3	2.6	2.4	3.1	4.3	2.9	3.4	2.7	3.1	3.0
Non-COLA	1.4	1.7	2.3	2.5	2.6	3.1	4.5	3.2	3.6	3.1	3.1	3.0
COLA	2.5	3.4	2.3	3.1	1.2	1.7	3.9	2.3	2.9	2.4	2.7	2.4
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	2.7	-	4.2	-
Utilities	2.4	1.8	3.2	2.8	2.5	2.7	2.8	2.0	2.6	3.0	0.0	3.0
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	3.0	3.0	3.3	3.1
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	2.3	3.0	2.7
Wholesale and Retail Trade	1.8	1.3	1.6	1.7	1.5	1.7	2.9	2.0	2.3	2.0	-	-
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	2.8	2.9	2.2	4.0
Information and Cultural Industries	1.1	2.5	2.9	-	-	3.2	3.7	2.3	3.4	-	3.1	-
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.9	2.0	2.2	3.1	2.1	2.8
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.3	2.8	3.3	2.6	3.2	2.4
Entertainment, Hospitality Industry	3.4	2.6	3.0	-	2.4	3.8	3.0	4.3	4.2	-	-	-
Public Administration	1.8	2.2	2.3	2.1	2.6	2.5	3.1	3.0	3.1	2.3	3.3	3.0
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	5.0	5.0	5.0	5.0
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.6	2.5	2.5	3.3	2.3
New Brunswick	1.5	2.4	2.8	2.5	2.7	3.3	4.0	2.0	3.3	2.0	-	-
Quebec	1.1	1.6	2.3	2.7	2.8	2.5	3.9	2.4	2.3	2.3	2.5	1.9
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.0	3.1	2.8	3.1
Manitoba	1.4	2.5	2.6	2.5	2.4	3.3	1.8	2.4	2.1	-	2.0	-
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.6	5.3	5.0	5.0	3.8
British Columbia	0.8	0.8	1.6	0.7	1.9	2.2	2.9	2.1	2.3	2.1	0.0	2.3
Multi-Province	1.5	2.2	2.6	1.8	2.7	3.2	3.2	2.7	2.7	3.0	1.1	2.6
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.2	2.3	3.3	3.2	3.3	2.9	3.3	4.0
Public Sector	1.6	1.9	2.5	2.5	2.6	3.0	3.8	2.8	3.2	2.6	3.2	2.9
Private Sector	1.8	2.7	2.3	2.3	1.9	2.2	2.4	2.9	2.8	2.9	3.1	3.0
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.1	3.9	3.3	2.6

*January to July data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1 agreement)	640	3.0	3.5	36	
SaskPower, administrative services employees, province-wide, Sask.	640	3.0	3.5	36	2004/01/31
Construction (4 agreements)	6,850	3.1	3.5	34.9	
Alberta Construction Labour Relations Association, operating engineers, province-wide, Alta.	600	5.6	6.2	24	2003/04/30
Boilermaker Contractors' Association, boilermakers, Canada-Wide(excl. Que., B.C. & Y.T)	4,500	2.6	2.8	36	2004/06/30
Greater Toronto Sewer and Watermain Contractors Assn, heavy equipment operators, Toronto, Ont.	750	3.5	4.2	36	2004/04/30
Greater Toronto Sewer and Watermain Contractors Assn, labourers, Toronto, Ont.	1,000	3.7	4.5	36	2004/04/30
Manufacturing(3 agreements)	2,100	2.7	2.4	53.1	
CORUS, plant and maintenance employees, Cap-de-la-Madeleine, Que.	600	1.6 *	0.0	60	2007/01/31
QIT-Fer et Titane inc., plant and maintenance employees, Sorel, Que.	900	2.3 *	2.6	60	2006/04/29
Siemens Canada Limited Automotive Systems (NAMO), plant and maintenance employees, London, Ont.	600	4.4 *	4.5	36	2004/07/15
Transportation (2 agreements)	1,430	4.0	4.1	36	
Via Rail Canada Inc., non-operating employees, System-Wide	890	4.3	4.5	36	2003/12/31
Via Rail Canada Inc., sleeping, dining and parlour car employees, System-Wide	540	3.4	3.5	36	2003/12/31
Finance, Real Estate, Management Services (2 agts)	2,250	2.8	3.3	36	
Saskatchewan Government Insurance, office and clerical employees, Regina, Sask.	1,420	3.0	3.5	36	2003/12/31
Securitas Canada Limited, security guards, Southwestern, Ont.	830	2.3	2.9	36	2004/05/31
Education, Health and Social Services (5 agreements)	4,300	2.4	2.3	34.3	
Board of Governors of Ryerson Polytechnic University, office and clerical employees, Toronto, Ont.	530	1.8	1.5	36	2004/06/30
Government of Saskatchewan, non-medical employees, province-wide, Sask.	620	3.0	3.0	36	2003/09/30
University of British Columbia, professors, Vancouver, B.C.	1,900	2.0	2.0	36	2004/06/30
Versa-Care Limited, non-medical employees, Sarnia, Ont.	650	2.9	2.5	36	2003/12/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

continued on next page

MAJOR SETTLEMENTS REACHED IN JULY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
York Region District School Board, service and maintenance employees, Aurora, Ont.	600	2.7	3.1	24	2003/08/31
Public Administration (12 agreements)	22,030	3.0	2.9	24.3	
City of Calgary, outside employees, Calgary, Alta.	3,040	3.5	3.5	24	2002/12/31
City of Montreal, administrative services employees, Montréal, Que.	510	2.0	2.0	9	2001/12/31
City of Montreal, firefighters, Montréal, Que.	1,570	0.0	0.0	12	2001/12/31
City of Montreal, inside employees, Montréal, Que.	3,080	2.0	2.0	10	2001/12/31
City of Montreal, outside employees, Montréal, Que.	4,360	2.0	2.0	8	2001/12/31
City of Saskatoon, inside employees, Saskatoon, Sask.	1,380	3.0	3.0	36	2003/12/31
City of Vancouver, firefighters, Vancouver, B.C.	820	2.9	2.9	36	2002/12/31
Government of Newfoundland and Labrador, general services employees, province-wide, Nfld.	3,560	5.0	5.0	36	2004/03/31
Government of Newfoundland and Labrador, service and maintenance employees, province-wide, Nfld.	1,380	5.0	5.0	36	2004/03/31
Government of Quebec, engineers, province-wide, Que.	1,020	3.5	1.5	48	2002/06/30
Halifax Regional Municipality, outside employees, Halifax, N.S.	530	2.3	3.0	48	2004/10/31
Regional Municipality of Durham Police Services Board, police officers, Oshawa, Ont.	780	3.0	4.3	54	2003/12/31
Agreements with COLA (3 agreements)	2,100	2.7 *	2.4	53.1	
Agreements without COLA (26 agreements)	37,500	2.9	3.0	28.8	
All Agreements (29 agreements)	39,600	2.9	3.0	30	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO/WS	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	B/MED	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	B	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	various unions	1,100	PCB/MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

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Average Increases in the First and Second Quarters for Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

In the **first quarter of the year 2001**, there were 108 collective bargaining settlements reached. Of these, 18 settlements were in small bargaining units (between 100 and 499 employees), 58 were in medium bargaining units (500 to 1999 employees) and 32 were in large bargaining units (2000 employees and over).

Small bargaining units had an average increase of 2.7 per cent, slightly lower than the previous quarter of 2.8 per cent. Private sector settlements provided an increase of 2.7 per cent compared to the public sector with 2.6 per cent. On an industry basis, the Construction sector had the largest average annual increase (7.2 per cent) while the Entertainment and Hospitality sector reported the smallest increase at 1.5 per cent.

Medium size bargaining units received an average wage increase of 2.8 per cent, slightly higher than the settlements of small bargaining units but lower than the 3.2 per cent in the previous quarter. Public sector settlements resulted in an increase of 3.1 per cent, which is higher than the private sector's 2.1 per cent. On an industry basis, unlike the small size bargaining units, the Entertainment and Hospitality sector reported increases at 3.0 per cent and the Manufacturing sector reported the smallest increases at 1.8 per cent.

Large size bargaining units received an average wage increase of 3.7 per cent, recording the highest increase compared both to the fourth quarter 2000 (2.7 per cent) and to the settlements for medium and small size bargaining units. The public sector's average increase of 4.0 per cent was not only significantly

higher than the private sector increase of 2.6 per cent but it was the highest increase compared to any sector in all sizes of bargaining units. On an industry basis, the highest increase was recorded in the Education, Health and Social Services sector (4.6 per cent) and the lowest in the Construction sector (2.5 per cent).

In the **second quarter** there were 175 collective bargaining settlements reached: 32 settlements were in small bargaining units, 104 were in medium bargaining units and 39 were in large bargaining units.

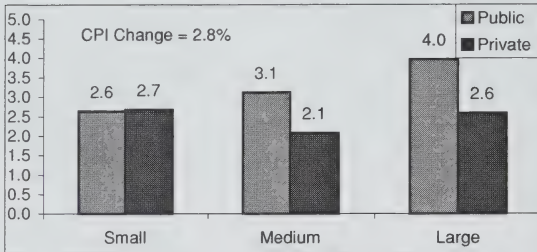
Small bargaining units reported an increase of 2.7 per cent, a slight increase compared to the first quarter. Public sector settlements provided a higher increase (3.0 per cent) compared to the private sector (2.6 per cent). On an industry basis, the Information and Culture sector had the largest average increase (3.3 per cent) while Primary Industries sector reported the smallest increase at 1.8 per cent.

Medium size bargaining units maintained the same average wage increase at 2.8 per cent as the previous quarter. The public sector average increase at 2.9 per cent was higher than the private sector increase at 2.7 per cent. On an industry basis, the Construction sector had the highest increase at 3.1 per cent while the lowest was recorded by Utilities sector at 1.7 per cent.

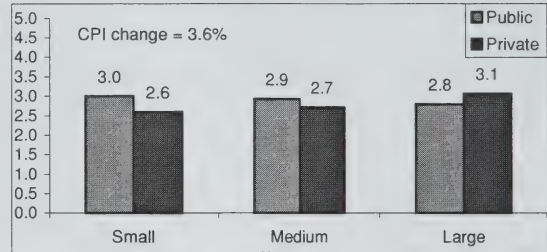
Large bargaining units received an average wage increase of 2.8 per cent, down from 3.7 per cent in the first quarter. Private sector settlements resulted in an increase of 3.1 per cent compared to the public sector at 2.8 per cent. The large size private sector had a higher average increase than the medium and small bargaining units. On an industry basis, the Entertainment and Hospitality sector had the highest increase at 4.6 per cent compared to the Utilities sector (2.2 per cent) and to every other sector in both the medium and small size bargaining units.

**Average Quarterly Increases in Percentage,
by Public and Private Sectors**

First Quarter 2001

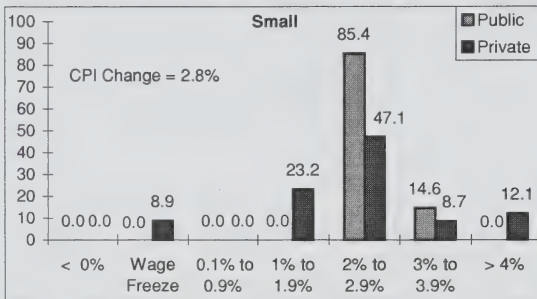


Second Quarter 2001

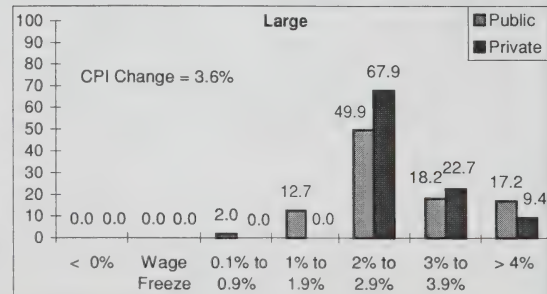
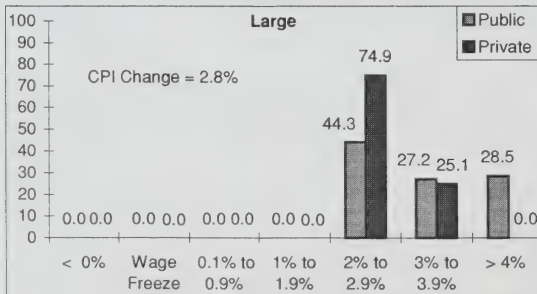
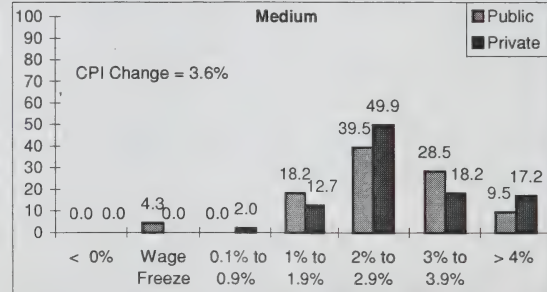
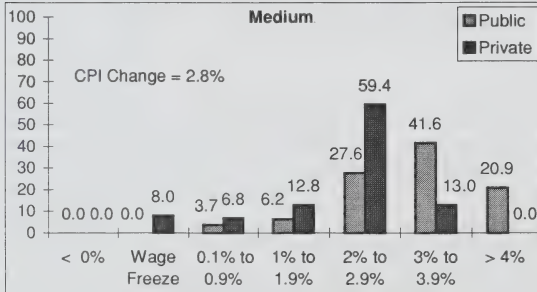
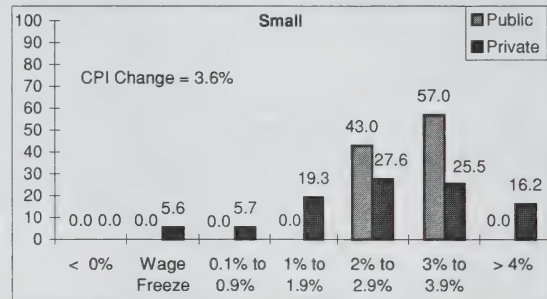


**Wage Adjustment Distribution by Percentage of Employees,
by Public and Private Sectors**

First Quarter 2001

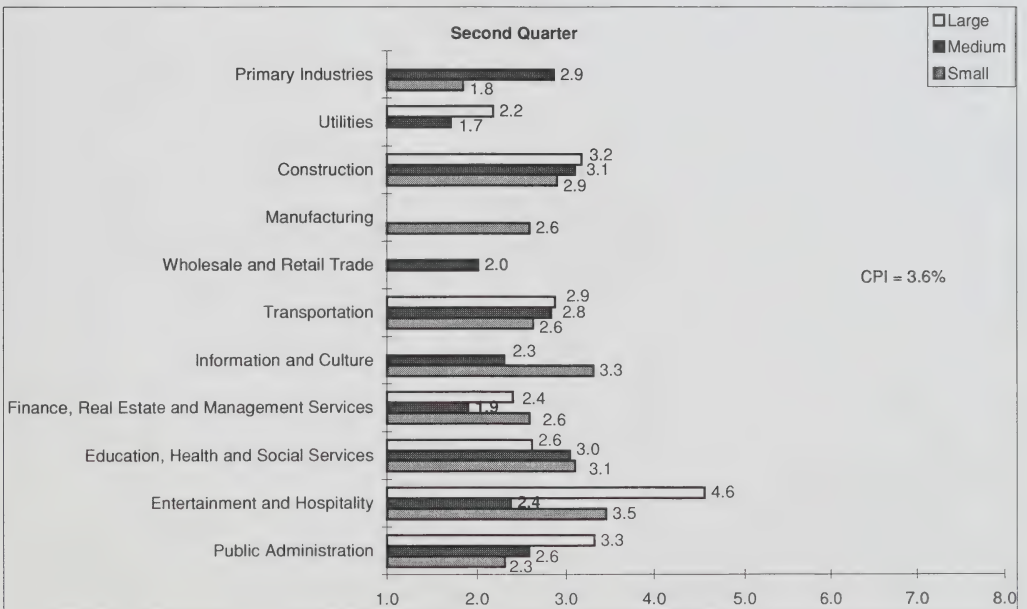
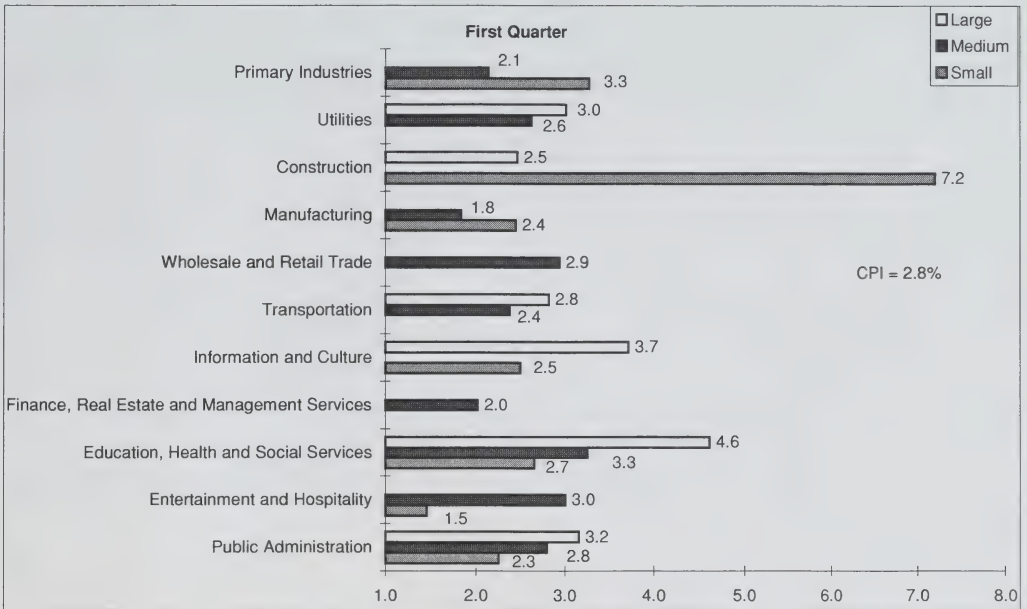


Second Quarter 2001



Wage Adjustment

**Average Annual Increases in percentage,
by Industry**



**Percentage Distribution of Employees by Wage Adjustment,
by Industry**

First Quarter 2001

Industry	Small					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	-	100.0	-
Utilities	-	-	-	-	-	100.0
Construction	-	-	-	-	-	100.0
Manufacturing	11.8	-	21.4	50.7	7.5	8.6
Wholesale and Retail Trade	-	-	-	-	-	-
Transportation	-	-	6.7	83.5	9.8	-
Information and Culture	-	-	-	100.0	-	-
Finance, Real Estate and Management Services	-	-	-	84.0	16.0	-
Education, Health and Social Services	-	-	-	-	-	-
Entertainment and Hospitality	-	-	100.0	-	-	-
Public Administration	-	-	-	100.0	-	-

Industry	Medium					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	36.0	64.0	-
Utilities	-	-	-	-	100.0	-
Construction	-	4.9	8.1	22.7	37.0	27.4
Manufacturing	-	-	71.1	-	28.9	-
Wholesale and Retail Trade	-	-	-	-	-	-
Transportation	-	-	-	82.9	17.1	-
Information and Culture	-	-	-	100.0	-	-
Finance, Real Estate and Management Services	17.1	14.5	-	59.6	8.8	-
Education, Health and Social Services	-	-	-	-	-	-
Entertainment and Hospitality	-	-	-	51.8	48.2	-
Public Administration	-	-	-	100.0	-	-

Industry	Large					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	86.5	-	13.5
Utilities	-	-	-	-	-	-
Construction	-	-	-	20.3	37.1	42.6
Manufacturing	-	-	-	-	-	-
Wholesale and Retail Trade	-	-	-	-	100.0	-
Transportation	-	-	-	31.1	68.9	-
Information and Culture	-	-	-	-	-	-
Finance, Real Estate and Management Services	-	-	-	-	-	-
Education, Health and Social Services	-	-	-	100.0	-	-
Entertainment and Hospitality	-	-	-	-	100.0	-
Public Administration	-	-	-	-	-	-

**Percentage Distribution of Employees by Wage Adjustment,
by Industry**

Second Quarter 2001

Industry	Small					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	100.0	-	-
Utilities	25.0	-	-	-	-	75.0
Construction	-	-	-	47.9	52.1	-
Manufacturing	-	-	-	100.0	-	-
Wholesale and Retail Trade	-	-	-	28.6	71.4	-
Transportation	-	19.6	-	41.2	39.2	-
Information and Culture	-	-	-	-	-	-
Finance, Real Estate and Management Services	3.4	6.1	14.0	23.6	45.5	7.3
Education, Health and Social Services	-	-	13.4	56.4	13.4	16.8
Entertainment and Hospitality	-	-	-	-	-	-
Public Administration	-	-	100.0	-	-	-

	Medium					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	15.5	59.1	25.5	-
Utilities	-	-	-	100.0	-	-
Construction	2.5	-	11.8	28.2	42.3	15.1
Manufacturing	18.3	-	-	64.1	17.6	-
Wholesale and Retail Trade	-	-	57.6	-	42.4	-
Transportation	-	-	14.0	27.4	58.6	-
Information and Culture	-	-	57.4	42.6	-	-
Finance, Real Estate and Management Services	3.6	-	14.3	41.7	37.2	3.3
Education, Health and Social Services	-	-	10.2	42.6	34.4	12.7
Entertainment and Hospitality	43.1	-	-	-	56.9	-
Public Administration	-	-	56.1	-	-	43.9

	Large					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	60.9	-	39.1
Utilities	-	-	-	-	-	100.0
Construction	-	2.6	16.8	46.9	23.9	9.7
Manufacturing	-	-	-	100.0	-	-
Wholesale and Retail Trade	-	-	-	-	-	-
Transportation	-	-	-	67.4	32.6	-
Information and Culture	-	-	-	-	-	-
Finance, Real Estate and Management Services	-	-	-	-	-	-
Education, Health and Social Services	-	-	-	66.8	21.2	11.9
Entertainment and Hospitality	-	-	-	100.0	-	-
Public Administration	-	-	-	-	-	-

SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JULY 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
Independent Market Operator, scientific and other professionals, province-wide, Ont.	240	3.8	4.5	36	2003/12/31
Manufacturing (3 agreements)					
Aliments Humpty Dumpty Inc., production, Lachine, Que.	180	3.3	3.3	48	2005/06/30
Dairyland Fluid Division Ltd. & Armstrong Cheese Company Ltd., plant and maintenance employees, Saskatoon, Sask.	280	2.5	3.0	60	2006/03/31
QIT-Fer et Titane inc., office and clerical employees, Tracy, Que.	140	2.4 *	2.7	60	2006/04/29
Wholesale and Retail Trade (1 agreement)					
Hudson's Bay Company, retail employees, Victoria, B.C.	250	1.1	1.0	36	2003/01/31
Transportation (1 agreement)					
Transit Windsor, bus drivers, Windsor, Ont.	200	0.0 *	0.0	12	2002/09/30
Information and Culture (1 agreement)					
National Gallery of Canada, office and clerical employees, Ottawa, Ont.	200	3.2	4.3	36	2003/06/30
Education, Health and Social Services (2 agreements)					
Board of Governors of the University of Windsor, academic staff, Windsor, Ont.	490	2.3	2.0	36	2004/06/30
University of Windsor, support employees, Windsor, Ont.	290	3.0	3.0	36	2004/07/31
Public Administration (2 agreements)					
City of Coquitlam, firefighters, Coquitlam, B.C.	120	2.9	2.9	36	2002/12/31
City of Victoria, outside employees, Victoria, B.C.	290	2.1 *	2.1	48	2004/12/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

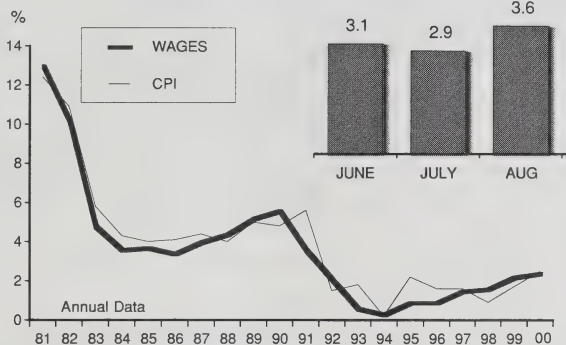
Workplace
Information
Directorate
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THE WAGE SETTLEMENTS BULLETIN

October 2001
Volume 12, Issue 10

Perspective on base rate percentage adjustments from major settlements

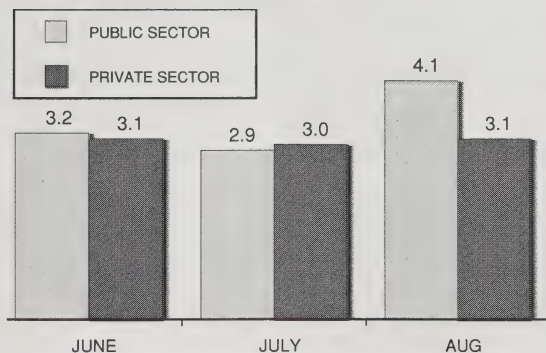
Wage Data for August 2001



Major collective bargaining settlements reached in **August 2001** provided base-rate wage increases averaging **3.6 per cent** annually over the contract-term. This figure was higher than the 2.9 per cent average for July, and higher than the 2.5 per cent average for the year 2000.

The August 2001 results are based on a review of 23 settlements reached in the period, with a coverage of 140,660 employees. When the parties to the August 2001 settlements previously negotiated (with contract durations averaging 37 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.6 per cent in their current round of settlements and current contract durations averaging 35 months.

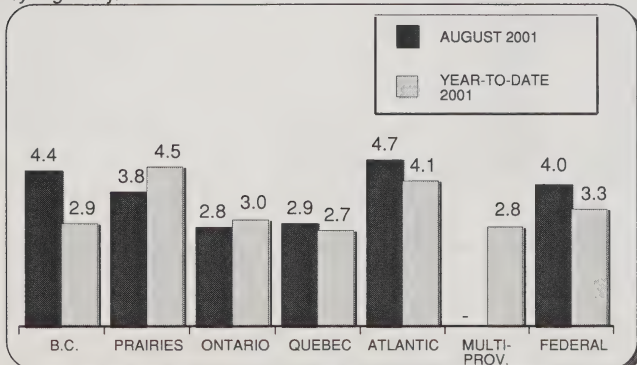
Base rate percentage adjustments from major settlements, by public / private sectors



Wage adjustments in base rates for the year-to-date (January to August 2001) averaged 3.2 per cent.

Wage adjustments in major settlements ranged from 1.8 per cent for 570 employees with Canadian Freightways Ltd., to a high of 6.6 per cent for 4,000 mechanical workers in companies represented by the Alberta Construction Labour Relations Association.

Base rate percentage adjustments from major settlements, by region / jurisdiction



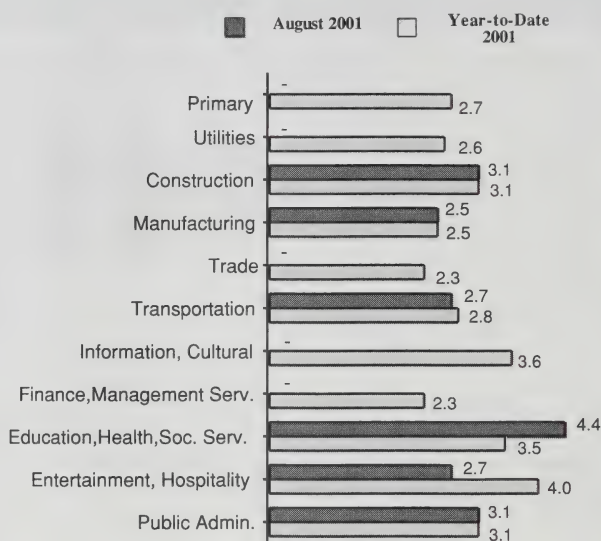
Wage increases were larger in the public sector than in the private sector in August. **Public-sector** wage adjustments for 69,430 employees in 15 settlements averaged **4.1 per cent** in August. This above-average figure was due in large part to the B.C. nursing settlement at 5.6 per cent (covering 26,000 nurses) and the Nova Scotia nursing settlements at 5.7 per cent (covering 6,040 nurses). In the **private sector**, wage increases for 71,230 employees in 8 agreements averaged **3.1 per cent**. The employee coverage in this sector came mostly from the 4 major Quebec construction sector settlements with 65,260 workers (87% of all private sector employees) obtaining wage gains averaging 2.9 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Atlantic provinces at 4.7 per cent (3 agreements); British Columbia at 4.4 per cent (4 agreements); the Federal jurisdiction at 4.0 per cent (2 agreements); Prairie provinces at 3.8 per cent (4 agreements); Quebec at 2.9 per cent (4 agreements); Ontario at 2.8 per cent (6 agreements).

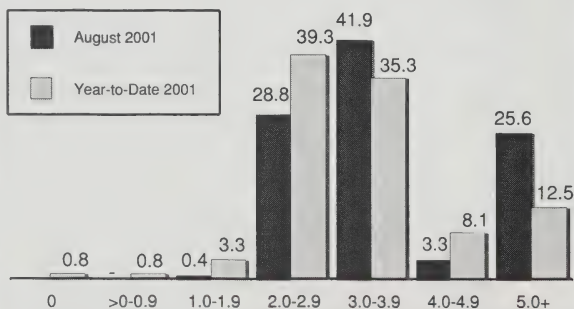
Le Bulletin existe également en français.

On an industry basis, the largest concentration of employees was in **construction**; 5 agreements provided 69,260 employees (49% of all employees covered) with wage adjustments averaging **3.1 per cent**. The largest average increase was in **education, health and social services** as 9 agreements provided 50,290 employees (36% of all employees) with wage increases averaging **4.4 per cent**. In **public administration**, 5 agreements provided 15,780 employees with wage increases averaging **3.1 per cent**. In the **transportation sector**, wage increases averaged **2.7 per cent** for 3,930 employees in 2 settlements. In the **entertainment and hospitality industries**, a single agreement provided 800 employees with wage increases averaging **2.7 per cent**. The lowest average adjustment by industry-division was in the **manufacturing sector**, where a single agreement provided 600 employees with a wage increase averaging **2.5 per cent**. There were no major settlements in **primary industries, utilities, information and cultural industries, trade or finance**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	8,840
Quebec	4	65,260
Ontario	6	5,210
Prairie provinces	4	16,880
British Columbia	4	40,960
Multi-province	-	-
Federal	2	3,510

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		Year to	2001		
				2	3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	3.2	3.1	2.9	3.6
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.8	3.1	3.3	3.1	3.0	3.2
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.9	2.9	2.7	4.5
First Year Increase	1.4	1.9	2.3	2.6	2.4	3.1	4.3	2.9	3.5	3.1	3.1	4.0
Non-COLA	1.4	1.7	2.3	2.5	2.6	3.1	4.5	3.2	3.5	3.1	3.1	3.4
COLA	2.5	3.4	2.3	3.1	1.2	1.6	3.9	2.3	3.5	2.7	2.5	5.7
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	2.7	4.2	-	-
Utilities	2.4	1.8	3.2	2.7	2.5	2.7	2.8	2.0	2.6	0.0	3.0	-
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	3.1	3.3	3.1	3.1
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	3.0	2.7	2.5
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	1.5	1.7	2.9	2.0	2.3	-	-	-
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	2.8	2.2	4.0	2.7
Information and Cultural Industries	1.1	2.5	2.9	-	-	3.2	3.7	3.1	3.6	3.1	-	-
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.9	2.0	2.3	2.1	3.1	-
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.3	2.8	3.5	3.1	2.4	4.4
Entertainment, Hospitality Industry	3.4	2.6	3.0	-	2.4	3.8	3.0	4.3	4.0	-	-	2.7
Public Administration	1.8	2.2	2.3	2.1	2.6	2.5	3.1	3.0	3.1	3.3	3.0	3.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	5.0	5.0	5.0	-
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.5	3.7	2.7	2.3	4.7
New Brunswick	1.5	2.4	2.8	2.4	2.7	3.3	4.0	2.0	3.3	-	-	-
Quebec	1.1	1.6	2.3	2.7	2.8	2.5	3.9	2.3	2.7	2.5	1.9	2.9
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.0	2.8	3.0	2.8
Manitoba	1.4	2.5	2.6	2.5	2.4	3.3	1.8	2.4	2.3	2.0	4.5	-
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	2.8	-	3.0	2.7
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.6	5.3	5.0	3.8	5.5
British Columbia	0.8	0.8	1.6	0.7	1.9	2.2	2.9	2.1	2.9	0.0	2.3	4.4
Multi-Province	1.5	2.2	2.7	2.3	2.7	3.2	3.2	2.8	2.8	2.8	2.6	-
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.2	2.3	3.3	3.2	3.3	3.3	4.0	4.0
Public Sector												
Private Sector	1.6	1.9	2.5	2.5	2.6	3.1	3.8	2.8	3.4	3.2	2.9	4.1
Consumer Price Index	1.8	2.7	2.3	2.3	1.9	2.2	2.4	2.9	2.9	3.1	3.0	3.1
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.1	3.3	2.6	2.8

*January to August data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Construction (5 agreements)	69,260	3.1	3.2	35.3	
Alberta Construction Labour Relations Association, plumbers and pipefitters, province-wide, Alta.	4,000	6.6	6.8	24	2003/04/30
Association de la construction du Québec, construction trades - all, province-wide, Que.	31,720	3.0	3.0	36	2004/04/25
Association de la construction du Québec, construction trades - all, province-wide, Que.	13,990	3.0	3.0	36	2004/04/25
Association de la construction du Québec, construction trades - all, province-wide, Que.	8,480	3.4	4.3	36	2004/04/25
Association of Provincial Housing Contractors of Quebec, construction trades - all, province-wide, Que.	11,070	2.0	2.0	36	2004/04/25
Manufacturing (1 agreement)	600	2.5	2.0	48	
Christie Brown and Co., Division of Nabisco Ltd., production, Toronto, Ont.	600	2.5	2.0	48	2005/04/30
Transportation (2 agreements)	3,930	2.7	2.4	37.7	
Canadian Freightways Limited, truck drivers, province-wide, Alta	570	1.8	1.5	48	2004/12/31
Coast Mountain Bus Company, bus drivers, Vancouver, B.C.	3,360	2.8	2.5	36	2004/03/31
Education, Health and Social Services (9 agreements)	50,290	4.4	5.5	34.1	
Capital District Health Authority, health and social care professionals, province-wide, N.S.	2,800	2.5	3.5	36	2003/10/31
Capital District Health Authority, nurses, Halifax, N.S.	2,100	5.7	7.0	36	2003/10/31
Governors of the University of Calgary, Instructors/Tutors/Lecturers, Calgary, Alta.	1,720	4.1	4.1	12	2002/06/30
Hamilton-Wentworth District School Board, secondary teachers, Hamilton, Ont.	1,200	2.5	2.5	12	2002/08/31
Health Employers Association of British Columbia, nurses, province-wide, B.C.	26,000	5.6 *	7.2	36	2004/03/31
Health Employers Association of British Columbia, para-medical professional employees, province-wide, B.C.	10,800	2.0 *	2.0	36	2004/03/31
Nova Scotia Association of Health Organizations, nurses, province-wide, N.S.	3,940	5.7	7.0	36	2003/10/31
Regional Municipality of Durham, service and maintenance employees, Whitby, Ont.	730	3.0	3.0	36	2004/03/31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	1,000	3.0	3.0	12	2002/08/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Entertainment and Hospitality (1 agreement)	800	2.7	3.0	36	
Pacific National Exhibition, service and maintenance employees, Vancouver, B.C.	800	2.7	3.0	36	2003/12/31
Public Administration (5 agreements)	15,780	3.1	2.9	32.8	
Canada Customs and Revenue Agency, computer operators, Canada-Wide	2,940	4.4	2.5	24	2002/04/30
City of Calgary, police officers, Calgary, Alta.	1,300	3.7	3.5	24	2001/12/31
City of London, outside employees, London, Ont.	700	3.0	3.0	36	2003/12/31
Government of Saskatchewan, inside and outside employees, province-wide, Sask.	9,860	2.7	3.0	36	2003/09/30
Regional Municipality of Durham, inside employees, Whitby, Ont.	980	3.0	3.0	36	2004/03/31
Agreements with COLA (2 agreements)	36,800	4.5 *	5.7	36	
Agreements without COLA (21 agreements)	103,860	3.2	3.4	34.3	
All Agreements (23 agreements)	140,660	3.6	4.0	34.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO/TENT	Mar.00/Jan.01
•Government of Newfoundland	nurses	5,000	B	June 01
•Government of Newfoundland	teachers	8,000	CO	August 01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	TENT	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC	3,100	CO	Oct. 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	various unions	1,100	MED/TENT	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration

B bargaining

B/WS bargaining after work stoppage

CO conciliation

MED mediation

M/WS mediation after work stoppage

PAB post-arbitration bargaining

PCB post-conciliation bargaining

PMB post-mediation bargaining

TENT tentative agreement

WS work stoppage

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

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Average Adjustments for Small, Medium and Large Size Bargaining Units

This is the sixth consecutive quarter tracking small bargaining units.

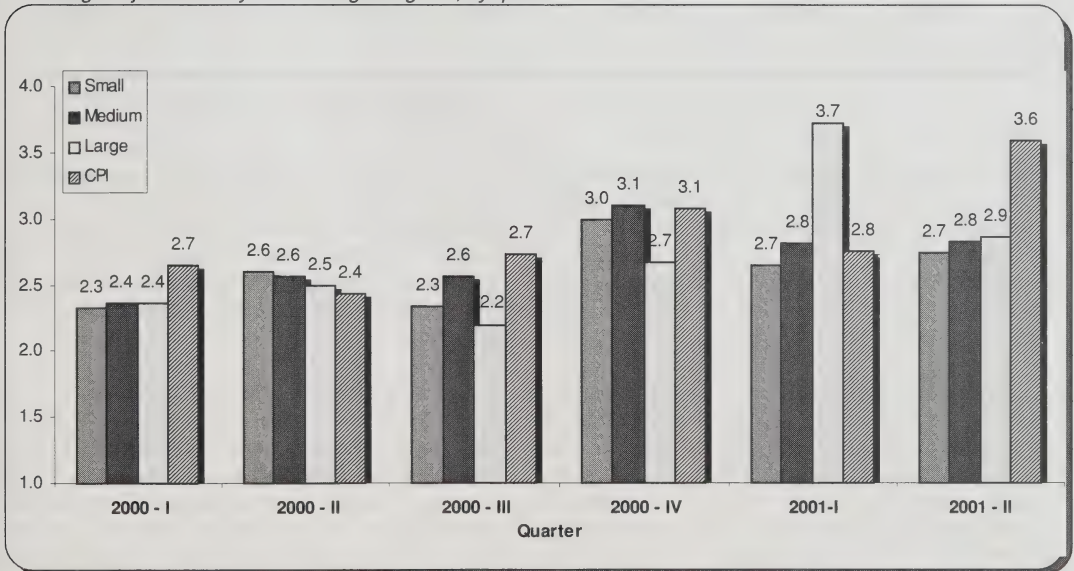
In the **first half of 2000**, the difference in wage adjustments among size of bargaining units varied by less than 0.3 percentage points in the 2.3 to 2.6 per cent adjustment range. CPI changes were 2.7 and 2.4 per cent respectively in those quarters.

In the **second half of 2000**, the CPI was reported by quarter at 2.7 and 3.1 per cent respectively. Wage

adjustments indicated greater variability by size of bargaining units. In both quarters, large bargaining units reported relatively smaller wage adjustments (2.2 and 2.7 per cent respectively) than the small and medium sized bargaining units.

However, in the **first quarter of 2001**, large sized bargaining units reported significantly higher wage adjustments at 3.7 per cent compared to 2.8 and 2.7 per cent for the medium and small bargaining units while the CPI stood at 2.8 per cent.

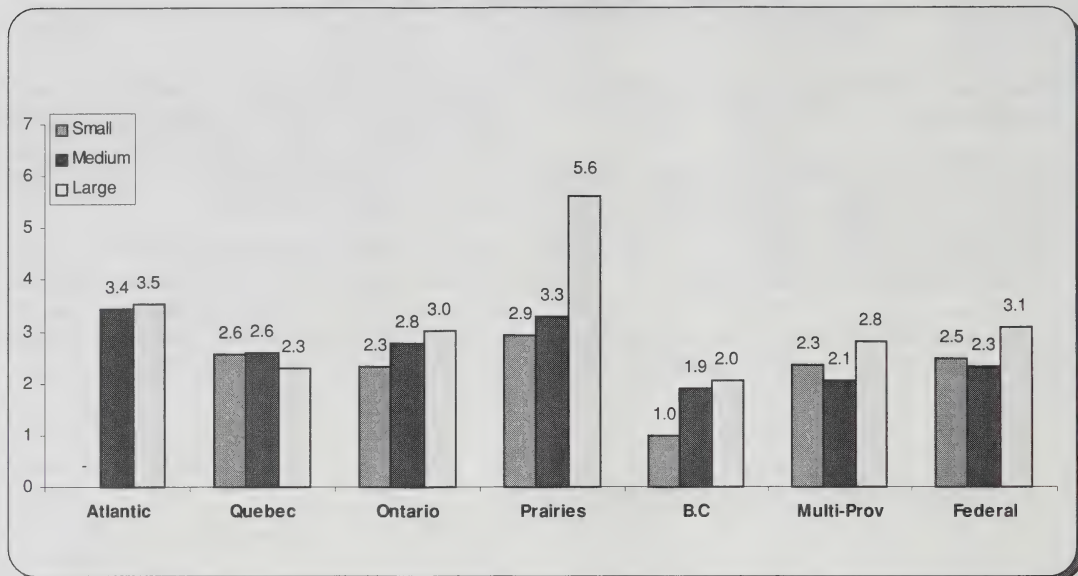
Average adjustments by size of bargaining unit, by quarter



In the **second quarter of 2001**, while CPI has soared to 3.6 per cent, wage adjustments for all sized bargaining units have reported very little variability, hovering around 2.7 per cent for small, 2.8 per cent for medium and 2.9 per cent for large bargaining units.

While size-related differences may appear to have little impact, geographic jurisdiction indicates greater variability, as the second quarter of 2001 is reviewed

Average adjustments in the second quarter 2001, by size of bargaining unit and by jurisdiction



In the **Atlantic** provinces, the second quarter 2001 mirrored the first quarter where all bargaining units reported wage increases greater than 2.0 per cent. For the large bargaining units, the average increase was 3.5 per cent compared to 3.4 per cent in medium sized bargaining units. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, there was a slight downward shift in the distribution of wage increases from the first quarter. The overall results indicate an average wage adjustment of 2.3 per cent in large bargaining units, compared to 2.6 per cent for both medium and small bargaining units. In the first quarter, average increases were 3.5 per cent and 3.8 per cent respectively in the medium and small bargaining units.

In the province of **Ontario**, there was more variability in the distribution of wage increases in the second quarter 2001 than in the first quarter. Average wage increases decreased in large bargaining units (from 3.2 per cent to 3.0 per cent) and increased in the medium sized units from 2.5 per cent to 2.8 per cent and from 2.1 per cent to 2.3 per cent in the small sized bargaining units.

In the **Prairie** provinces, average wage adjustments were the highest in both quarters. The large bargaining units reported increases of 5.6 per cent and 5.3 per cent in respectively second and first quarter. Both medium and small bargaining units reported increases varying between 3.4 per cent and 2.9 per cent in both quarters.

In **British Columbia**, wage adjustments fell from the first to the second quarter in all bargaining units. The large sized bargaining units reported wage increases of 2.0 per cent compared to 2.6 per cent in the first quarter. Medium sized bargaining unit adjustments decreased from 2.5 per cent to 1.9 per cent and small bargaining units reported adjustments that fell from 2.0 per cent to 1.0 per cent.

In the **Federal** jurisdiction, wage adjustment variability was the smallest. Wage adjustments were slightly lower in all size bargaining units, decreasing by approximately 0.2 percentage points and ranging from 3.1 per cent in large bargaining units, 2.3 per cent and 2.5 per cent in medium and small sized bargaining units.

SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Services Minéraux Industriels Inc., mine employees, Saint-Honoré, Que.	140	2.8	3.0	36	2004/04/30
Construction (2 agreements)					
Industrial Contractors Association of Alberta, truck drivers, province-wide, Alta.	350	5.6	9.4	24	2003/04/30
Pyramid Corporation, construction, province-wide, Alta.	400	7.6	7.6	6	2001/11/30
Manufacturing (3 agreements)					
Celanese Canada Inc., plant and maintenance employees, Clover Bar, Alta.	470	3.2	3.5	36	2004/02/28
Natco Canada Ltd., production, Calgary, Alta.	120	5.5	5.5	24	2003/07/31
Weyerhaeuser Canada Ltd., mill employees, Grande Cache, Alta.	120	2.0	2.0	36	2004/02/29
Wholesale and Retail Trade (1 agreement)					
Detroit Diesel-Allison British Columbia, plant and maintenance employees, Burnaby, B.C.	130	2.0	2.0	36	2004/02/29
Education, Health and Social Services (2 agreements)					
Rainbow District School Board, secondary teachers, Sudbury, Ont.	460	2.0	2.0	12	2002/08/31
Rainy River District Home for the Aged, nurses and support services, Fort Frances, Ont.	160	2.2	0.5	48	2001/12/31
Entertainment and Hospitality (2 agreements)					
Delta Meadowvale Resort & Conference Centre, hotel and restaurant employees, Mississauga, Ont.	190	3.7	3.5	36	2004/05/05
Québec Linge Industriel, laundry and dry cleaners, Montréal, Que.	170	2.8	4.0	42	2004/11/30

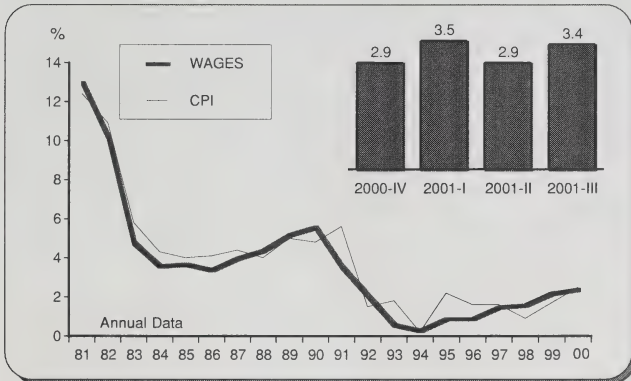
* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

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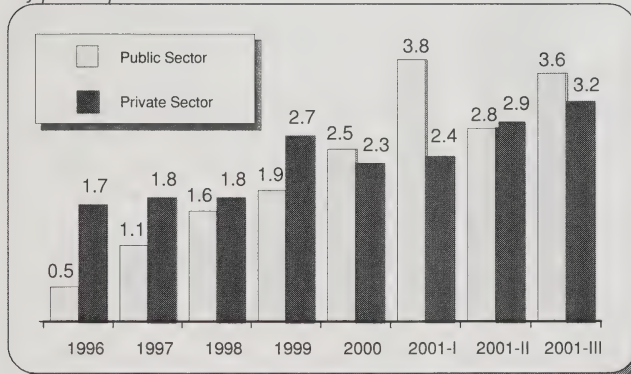
THE WAGE SETTLEMENTS BULLETIN

November 2001
Volume 12, Issue 11

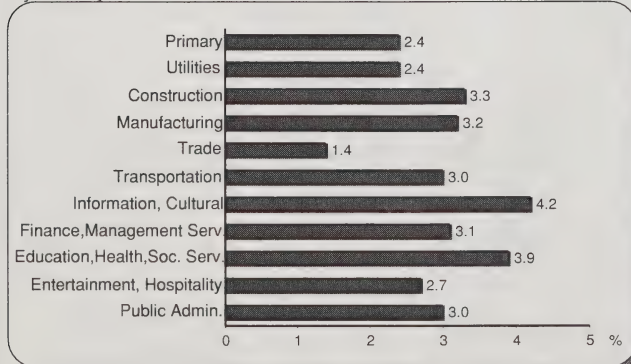
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,
by public / private sectors



Base rate percentage adjustments from major settlements,
by industry



Le Bulletin existe également en français.

Wage Data for Third Quarter 2001

Major collective bargaining settlements reached in the **third quarter of the year 2001** provided base-rate wage increases averaging **3.4 per cent** annually over the contract-term, up from 2.9 per cent in the second quarter but still fractionally lower than the 3.5 per cent figure in the first quarter of 2001.

The results for the third quarter 2001 are based on a review of 86 settlements covering 230,060 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.8 per cent.

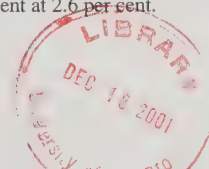
Wage adjustments in base rates for the first three quarters of 2001 (January to September) averaged 3.2 per cent.

Several large health sector settlements, including some nursing agreements, had a large impact on this quarter's wage figure. There is also continuing settlement activity in the construction sector.

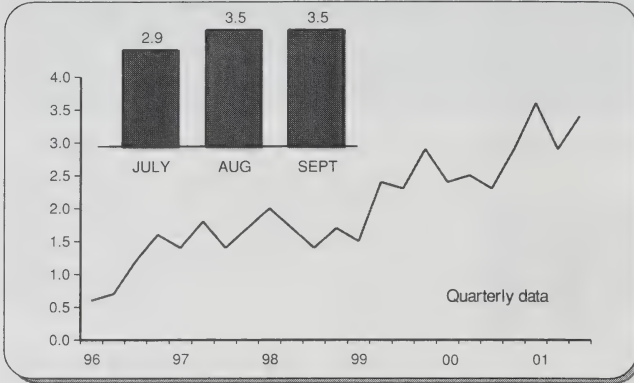
Public sector increases were slightly higher than those in the private sector. Wage adjustments for 123,930 employees in 54 third-quarter **public-sector** settlements averaged **3.6 per cent**, higher than the previous quarter average of 2.8 per cent yet still slightly lower than the first quarter 2001 average of 3.8 per cent. In the **private sector**, 32 settlements reached in the third quarter provided wage adjustments averaging **3.2 per cent** for 106,130 employees, up slightly from the 2.9 per cent average in the previous quarter and the 2.4 per cent average in the first quarter.

Third-quarter 2001 wage increases by industry are shown in the adjoining chart.

On a regional/jurisdictional basis, third quarter 2001 wage increases in descending order of magnitude were: the Atlantic provinces with wage adjustments averaging 4.4 per cent; the Prairie provinces at 4.1 per cent (Alberta at 5.1 per cent); British Columbia also at 4.1 per cent; Federal jurisdiction at 3.8 per cent; Ontario at 3.0 per cent; Quebec at 2.7 per cent; and a single multiprovince agreement at 2.6 per cent.



Perspective on base rate percentage adjustments from major settlements

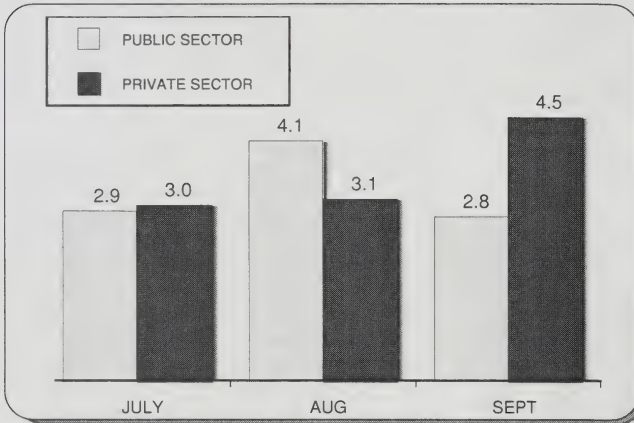


Wage Data for September 2001

Base rate wage adjustments from major collective bargaining settlements reached in September averaged 3.5 per cent annually over the contract term, the same as in the previous month but up from the 2.9 per cent figure recorded in July.

The results for September 2001 are based on a review of 25 settlements covering 35,880 employees. When the parties to these settlements previously negotiated, contract duration averaged 32 months and the resulting wage adjustments averaged 3.0 per cent, compared to the 3.5 per cent in their current round of settlements and average contract duration of 29 months.

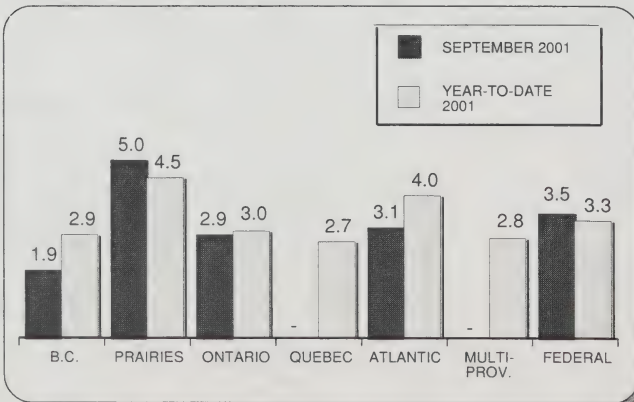
Base rate percentage adjustments from major settlements, by public / private sectors



Wage adjustments in September settlements ranged from 0.9 per cent for 1,240 technical and office employees with the Vancouver Board of School Trustees District 39, to a high of 6.7 per cent for 3,500 workers with the Electrical Contractors' Association of Alberta.

Wage gains in September were much higher in the **private sector** (4.5 per cent) than in the **public sector** (2.8 per cent). The overall public sector data in September cover 20,660 employees in 14 agreements and there were 15,220 employees in 11 private sector agreements. In the public sector, a large number of contracts in the Ontario public sector (mostly education sub-sector settlements) provided 12,510 employees with wage increases averaging 2.7 per cent. In the private sector, 6,700 construction employees in Alberta averaged increases of 6.2 per cent.

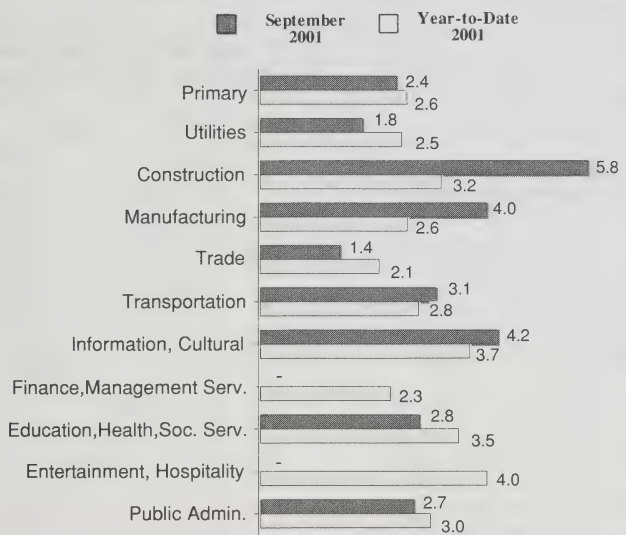
Base rate percentage adjustments from major settlements, by region / jurisdiction



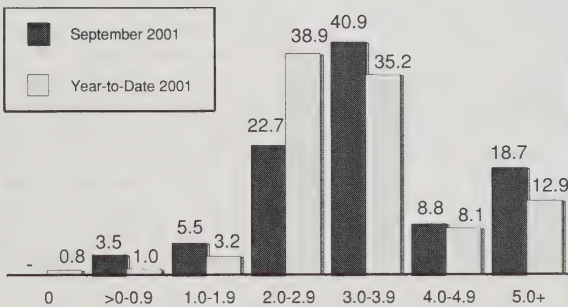
On a regional/jurisdictional basis, wage adjustments in September were largest in the Prairies at 5.0 per cent (Alberta at 5.4 per cent); in the Federal jurisdiction wage increases averaged 3.5 per cent; in the Atlantic provinces wage gains averaged 3.1 per cent (all 3 settlements in P.E.I.); the largest concentration of agreements and employees was in Ontario with wage adjustments averaging 2.9 per cent. There were no settlements in Quebec.

On an industry basis, the largest concentration of employees was in **education, health and social services**; 12 agreements provided 19,010 employees (53% of all employees covered) with wage adjustments averaging **2.8 per cent**. The largest average increase was in **the construction sector** as 3 agreements provided 7,300 employees (20% of all employees) with wage increases averaging **5.8 per cent**. In the **manufacturing sector**, 2 agreements provided 2,820 employees with wage increases averaging **4.0 per cent**. A single agreement in **information and cultural industries** provided 1,120 employees with a wage increase of **4.2 per cent**. All remaining wage adjustments were below the national average of 3.5 per cent. In descending order of magnitude they were: **transportation at 3.1 per cent**; **public administration at 2.7 per cent**; **primary industries at 2.4 per cent**, the **utilities sector at 1.8 per cent** and the **trade sector at 1.4 per cent**. There were no major settlements in the **finance or entertainment and hospitality sectors**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	3,600
Quebec	-	-
Ontario	11	16,030
Prairie provinces	5	10,610
British Columbia	4	3,220
Multi-province	-	-
Federal	2	2,420

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			2001			Year to Date*
				3	4	1	2	3	Jul	Aug	Sept	
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	2.9	3.5	3.5	3.2
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.8	3.1	3.2	2.9	3.2	3.4	3.3
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	3.2	4.5	3.9	2.9
First Year Increase	1.4	1.9	2.3	2.4	3.1	4.3	2.9	3.7	3.1	4.0	3.5	3.5
Non-COLA	1.4	1.7	2.3	2.6	3.1	4.5	3.1	3.3	3.0	3.4	3.6	3.5
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.5	3.5	5.7	3.4	3.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.1	2.9	2.4	-	-	2.4	2.6
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	3.0	-	1.8	2.5
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.1	3.1	5.8	3.2
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.8	2.7	3.2	2.4	2.5	4.0	2.6
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	2.9	2.0	1.4	-	-	1.4	2.1
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	4.0	2.7	3.1	2.8
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	4.2	-	-	4.2	3.7
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	3.1	-	-	2.3
Education, Health, Social Services	1.4	1.8	2.6	2.8	3.3	4.3	2.8	3.9	2.5	4.4	2.8	3.5
Entertainment, Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	-	2.7	-	4.0
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.0	3.1	2.7	3.0
Jurisdictions												
Newfoundland	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	5.0
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	-	-	3.1	3.1
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.5	4.5	2.3	4.7	-	3.7
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	-	-	-	-	3.3
Quebec	1.1	1.6	2.3	2.8	2.5	3.9	2.3	2.7	1.8	2.9	-	2.7
Ontario	1.6	2.2	2.5	2.2	2.9	2.9	3.0	3.0	3.1	3.1	2.9	3.0
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.6	4.5	-	1.8	2.2
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	3.0	2.7	-	2.8
Alberta	3.0	4.0	4.4	3.0	3.4	5.8	4.6	5.1	3.8	5.5	5.4	5.3
British Columbia	0.8	0.8	1.6	1.9	2.2	2.9	2.1	4.1	2.3	4.4	1.9	2.9
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	2.8	2.6	2.6	-	-	2.8
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.8	4.0	4.0	3.5	3.3
Public Sector	1.6	1.9	2.5	2.6	3.0	3.8	2.8	3.6	2.9	4.1	2.8	3.3
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	3.1	4.5	3.0
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	2.6	2.8	2.6	3.2

*January to September data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	670	2.4	2.0	60	
Fording Coal Limited, mine employees, Fording River, B.C.	670	2.4	2.0	60	2006/04/30
Utilities (1 agreement)	660	1.8	0.0	24	
B.C. Gas Utility Ltd., office and clerical employees, province-wide, B.C.	660	1.8	0.0	24	2002/03/31
Construction (3 agreements)	7,300	5.8	6.0	25	
Alberta Construction Labour Relations Association, labourers, province-wide, Alta.	3,200	5.6	6.2	24	2003/04/30
Construction Labour Relations Association of Manitoba, electricians, province-wide, Man.	600	1.2	-0.4	36	2004/04/30
Electrical Contractors Association of Alberta, electricians, province-wide, Alta.	3,500	6.7	6.9	24	2003/04/30
Manufacturing (2 agreements)	2,820	4.0	3.7	46	
CAMI Automotive Inc., plant and maintenance employees, Ingersoll, Ont.	2,040	4.4 *	3.8	36	2004/09/19
Cargill Foods, division of Cargill Foods Limited, production, Etobicoke, Ont.	780	2.8	3.6	72	2007/09/23
Wholesale and Retail Trade (1 agreement)	700	1.4	1.3	48	
Great Atlantic and Pacific Company of Canada Limited, retail employees, Northern, Ont.	700	1.4	1.3	48	2005/07/07
Transportation (2 agreements)	1,950	3.1	4.8	38.7	
CANPAR Transport Ltd., truck drivers, System-Wide	1,300	3.0	3.0	36	2004/10/31
Globeground North America, Vancouver Airport, hourly rated employees, Vancouver Int'l. Airport, B.C.	650	3.3	8.3	44	2004/08/31
Information and Culture (1 agreement)	1,120	4.2	4.2	12	
Telus Communications (Québec) Inc., tradesmen, province-wide, Que.	1,120	4.2	4.2	12	2001/12/31
Education, Health and Social Services (12 agreements)	19,010	2.8	2.8	25.1	
Board of School Trustees of School District No. 39, office and clerical employees, Vancouver, B.C.	1,240	0.9	2.0	30	2003/06/30
Calgary Roman Catholic Separate School District No. 1, elementary and secondary teachers, Calgary, Alta.	2,640	3.4	3.4	12	2001/08/31
Durham Catholic District School Board, elementary teachers, Oshawa, Ont.	1,030	2.3	2.0	24	2002/08/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

continued on next page

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Government of Prince Edward Island, elementary and secondary teachers, province-wide, P.E.I.	1,500	3.2	3.3	36	2004/06/30
Hamilton-Wentworth Catholic District School Board, secondary teachers, Hamilton, Ont.	670	2.8	3.0	24	2003/08/31
Health & Community Services Agency & Regional Health Authorities, non-medical employees, province-wide, P.E.I.	800	3.1	3.0	36	2004/03/31
Lambton-Kent District School Board, elementary teachers, Sarnia, Ont.	900	2.1	2.4	36	2004/08/31
Ont. Council of Regents for Colleges of Applied Arts & Technology, academic staff, province-wide, Ont.	6,500	3.0	3.0	24	2003/08/31
Regional Health Authorities of Prince Edward Island, health and social care professionals, province-wide, P.E.I.	1,300	3.0	2.5	36	2003/03/31
Toronto Catholic District School Board, educational services, Toronto, Ont.	780	2.0	2.0	12	2001/08/31
Toronto District School Board, professional employees, Toronto, Ont.	500	2.5	1.9	24	2002/08/31
York University, professors, Toronto, Ont.	1,150	2.3	2.0	24	2003/04/30
Public Administration (2 agreements)	1,650	2.7	2.5	43.1	
City of Winnipeg, administrative services employees, Winnipeg, Man.	670	2.4 *	2.3	36	2003/10/11
Ottawa Police Services Board, police officers, Ottawa, Ont.	980	2.9	2.6	48	2003/12/31
Agreements with COLA (2 agreements)	2,710	3.9 *	3.4	36	
Agreements without COLA (23 agreements)	33,170	3.4	3.6	28.4	
All Agreements (25 agreements)	35,880	3.5	3.5	28.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	15,100	B/CO/TENT	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Newfoundland	nurses	5,000	B	June 01
•Government of Newfoundland	teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	TENT	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	45,000	B	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	10,260	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	BLE	500	MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	TENT	Aug. 00

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

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Wage Data for the Third Quarter 2001 For Small, Medium and Large Size Bargaining Units

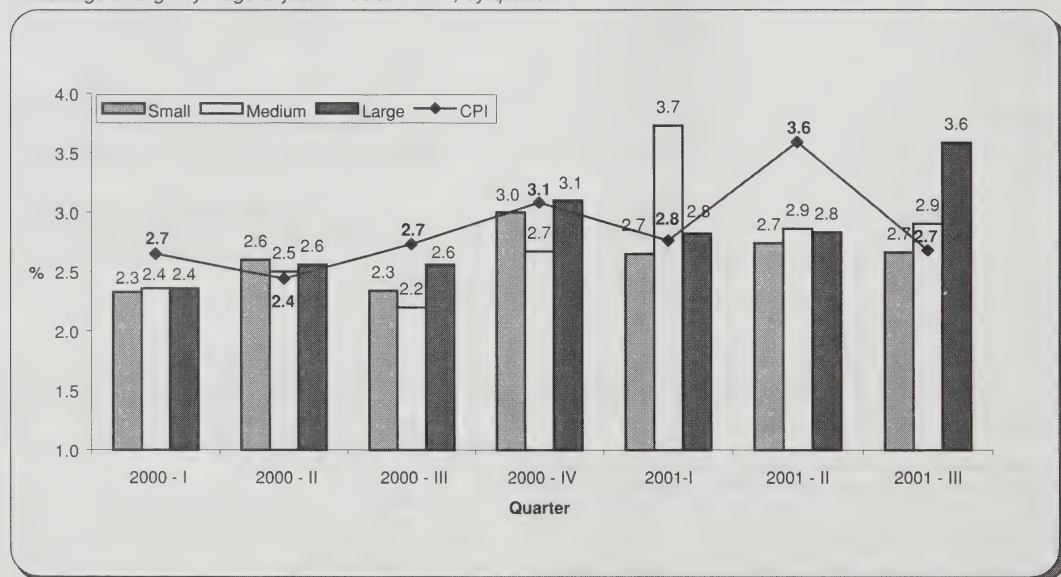
Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

In the **third quarter** of the year 2001, there were 121 collective bargaining settlements reached. This total represents 35 settlements in small bargaining units, 61 in medium bargaining units, and 25 in large bargaining units. During this period, overall base-rate wage increases averaged 3.3 per cent.

Small bargaining units received an average increase of 2.7 per cent; the same as the first and second quarter of 2001. Close to half of the employees (45.4 per cent) and 40.0 per cent of agreements were in the 2.0 to 2.9 per cent base-rate wage adjustment category. Another 28.2 per cent of employees and 25.7 per cent of agreements were in the 3.0 to 3.9 per cent range.

Medium size bargaining units reported an average wage increase of 2.9 per cent. This increase is the same as reported for the second quarter of 2001, much lower than the 3.7 per cent reported in the first quarter, but slightly higher than the 2.7 per cent reported for small bargaining units. Close to three quarters of employees (72.4 per cent) received wage adjustments in the 2.0 to 3.9 per cent range. While the average increase remains the same, the distribution of employees was less dispersed in this quarter.

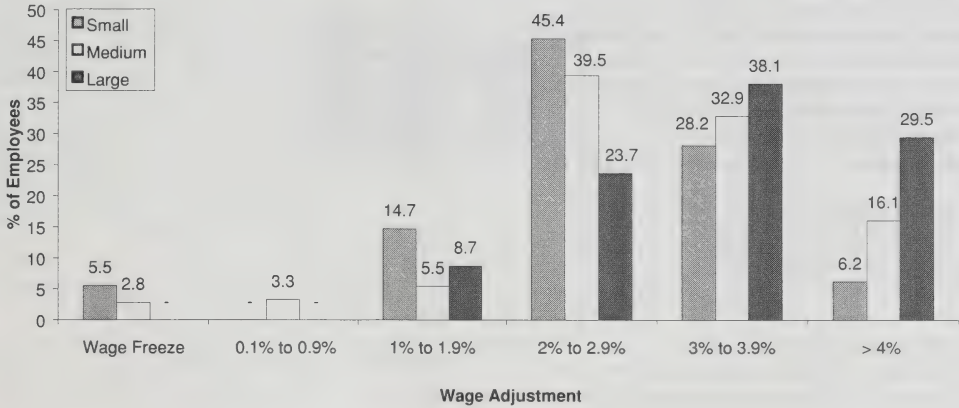
Percentage change by wage adjustment distribution, by quarter



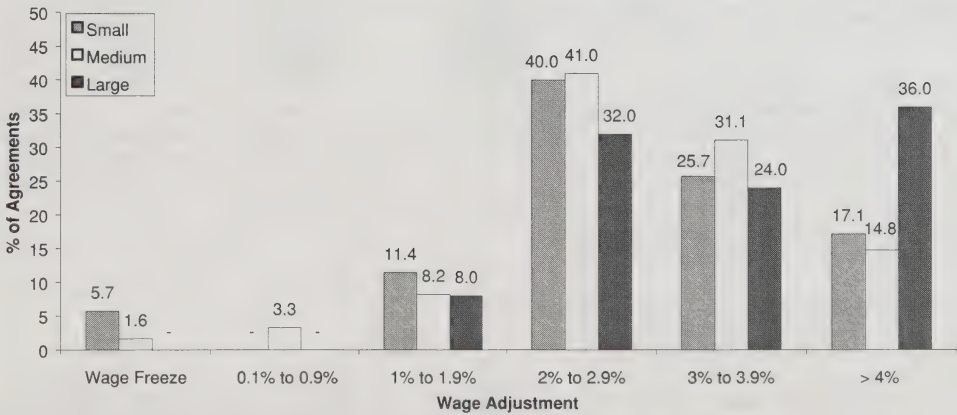
Large size bargaining units received an average wage increase of 3.6 per cent, recording the highest increase of the six previous quarters. Unlike the medium and small size bargaining units, the majority of employees were found in the upper wage adjustment categories. The 3.0 to 3.9 per cent category had 38.1 and 24.0 per cent of employees and agreements respectively,

while the 4.0 per cent and greater adjustment category represents 29.5 per cent of employees and 36.0 per cent of agreements. This is explained in large part by Public sector wage adjustments averaging 3.6 per cent, and Federal jurisdiction settlements averaging 3.8 per cent.

Wage adjustment distribution,
by size of bargaining unit and by percentage of employees, third quarter 2001



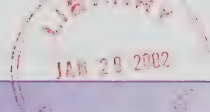
Wage adjustment distribution,
by size of bargaining unit and by percentage of agreements, third quarter 2001



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
JM Asbestos inc., mine employees, Asbestos, Que.	300	0.0	0.0	12	2002/01/31
Manufacturing (4 agreements)					
DIFCO, tissues de performance inc. (Usine de tissage Magog), production, Magog, Que.	360	2.4	2.5	36	2003/12/31
Petro-Canada, plant and maintenance employees, Oakville, Ont.	140	3.2	3.5	36	2004/01/31
Phillips & Temro Industries Ltd., plant and maintenance employees, Winnipeg, Man.	230	2.7	2.5	36	2004/11/30
Technologies Industrielles SNC Inc., production, Le Gardeur, Que.	400	2.7	3.7	36	2004/05/31
Transportation (2 agreements)					
Canadian Pacific Railway & St. Lawrence & Hudson Railway, signalmen, System-Wide	400	2.2	2.0	48	2004/12/31
Laidlaw Transit Ltd., Welland Division, bus drivers, Welland, Ont.	180	1.3	2.5	24	2003/08/31
Public Administration (2 agreements)					
Brantford Police Services Board, police officers, Brantford, Ont.	130	3.1	3.0	24	2002/12/31
House of Commons of Canada, operating employees, Ottawa, Ont.	250	2.7	2.5	36	2003/04/20

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

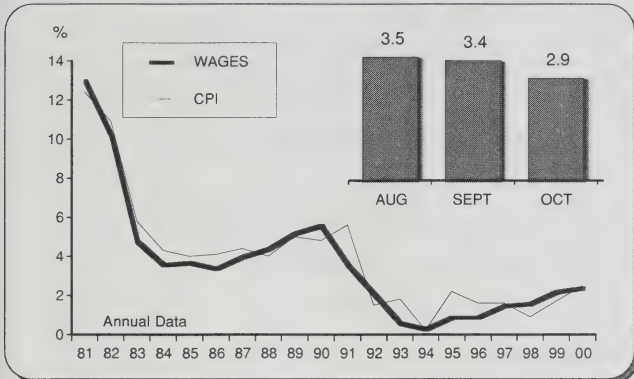


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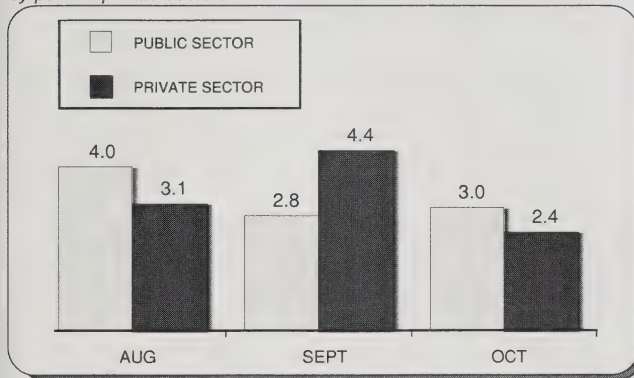
THE WAGE SETTLEMENTS BULLETIN

December 2001
Volume 12, Issue 12

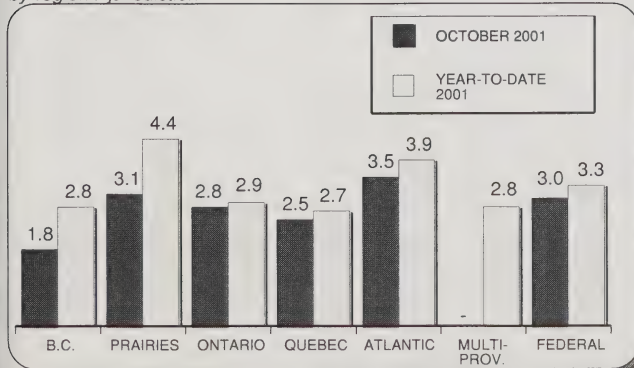
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2001

Major collective bargaining settlements reached in October 2001 provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term, down from 3.4 per cent in September but still slightly larger than last year's 2.5 per cent average. Wage adjustments in base rates for the first ten months of 2001 (January to October) averaged 3.2 per cent.

The results for October 2001 are based on a review of only 17 settlements covering 57,500 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.6 per cent.

Wage adjustments in October settlements ranged from 1.4 per cent for 1,400 employees with Rentokil Initial Canada Ltd., to a high of 4.7 per cent for 530 administration employees with the Northern Alberta Institute of Technology. Approximately 93% of all employees received increases in the 2.0 to 3.9 per cent range. Two health sector settlements had a large impact on this month's wage figure; the Ontario Hospital Association provided 25,000 non-medical employees with wage increases averaging 2.8 per cent and Saskatchewan Association of Health Organizations provided 12,000 employees with wage gains averaging 3.0 per cent.

Public sector increases were slightly higher than those in the private sector. In October, wage adjustments for 48,080 employees in 8 **public-sector** settlements averaged **3.0 per cent**, slightly higher than the previous monthly average of 2.8 per cent and last year's overall average of 2.5 per cent. Approximately 84% of all employees covered in October settlements were in the public sector.

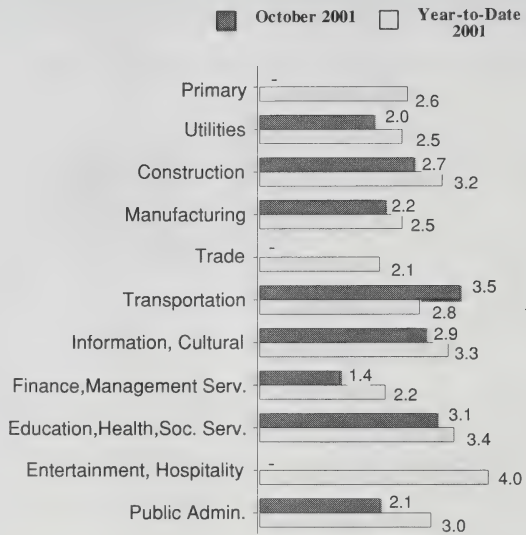
In the **private sector**, 9 settlements reached in October provided wage adjustments averaging **2.4 per cent** for 9,420 employees; this wage figure is much lower than the 4.4 per cent average in the previous month but only fractionally higher than the 2.3 per cent average recorded last year.

On a regional/jurisdictional basis, the largest average wage increase was in Alberta (4.6 per cent) and the smallest was in British Columbia (1.8 per cent). Other October 2001 wage increases in descending order of magnitude were: the Atlantic

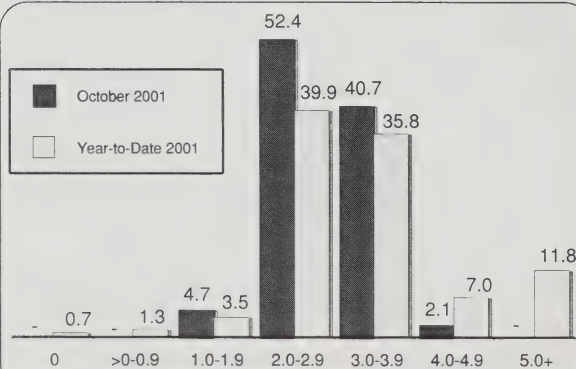
provinces with wage adjustments averaging 3.5 per cent; the Prairie provinces at 3.1 per cent (Alberta at 4.6 per cent); Federal jurisdiction at 3.0 per cent; Ontario at 2.8 per cent; Quebec at 2.5 per cent.

On an industry basis, the largest concentration of employees was in **education, health and social services**; 6 agreements provided 46,510 employees (81% of all employees covered) with wage adjustments averaging **3.1 per cent** (the second largest industry sector increase). The largest average increase was in the **transportation sector** with a single agreement providing 670 employees with a wage increase of **3.5 per cent** (Via Rail shopcraft employees). In the **information and cultural industries sector**, 2 agreements provided 2,630 employees with wage increases averaging **2.9 per cent**. All remaining wage adjustments were below the national average of 2.9 per cent. In descending order of magnitude they were: **construction** at **2.7 per cent**; **manufacturing sector** at **2.2 per cent**; **public administration** at **2.1 per cent**; the **utilities sector** at **2.0 per cent** and the **finance sector** at **1.4 per cent**. There were no major settlements in **primary industries**, **trade** or **entertainment and hospitality sectors**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	9,650
Quebec	1	510
Ontario	3	27,250
Prairie provinces	4	13,910
British Columbia	3	2,880
Multi-province	-	-
Federal	3	3,300

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			Year to	2001		
				3	4	1	2	3	date*	Aug	Sep	Oct
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	3.2	3.5	3.4	2.9
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.7	3.1	3.2	3.2	3.2	3.4	3.0
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	2.9	4.5	3.6	2.2
First Year Adjustment	1.4	1.9	2.3	2.4	3.1	4.2	2.9	3.7	3.4	3.9	3.5	2.8
Non-COLA	1.4	1.7	2.3	2.5	3.1	4.3	3.1	3.3	3.4	3.4	3.5	2.8
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.4	3.5	5.7	3.6	2.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.1	2.9	2.4	2.6	-	2.4	-
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	2.5	-	1.8	2.0
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.2	3.1	5.8	2.7
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.8	2.7	3.1	2.5	2.5	3.9	2.2
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	2.9	2.0	1.4	2.1	-	1.4	-
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	2.8	2.7	3.1	3.5
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	3.1	3.3	-	3.1	2.9
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	2.2	-	-	1.4
Education, Health, Social Services	1.4	1.8	2.6	2.7	3.3	4.1	2.8	3.9	3.4	4.4	2.8	3.1
Entertainment, Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	4.0	2.7	-	-
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.0	3.1	2.7	2.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	3.1	-	3.1	-
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.5	4.5	3.7	4.7	-	2.4
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	3.3	3.5	3.3	-	3.6
Quebec	1.1	1.6	2.3	2.8	2.5	3.9	2.3	2.7	2.7	2.9	-	2.5
Ontario	1.6	2.2	2.5	2.2	2.9	2.9	3.0	3.0	2.9	3.1	2.8	2.8
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.6	2.2	-	1.8	2.4
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	2.9	2.7	-	3.0
Alberta	3.0	4.0	4.4	3.0	3.4	5.9	4.6	5.1	5.4	5.5	5.4	4.6
British Columbia	0.7	0.8	1.6	1.9	2.1	2.7	2.0	4.1	2.8	4.4	2.0	1.8
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	2.8	2.6	2.8	-	-	-
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.6	3.3	4.0	3.1	3.0
Public Sector	1.6	2.0	2.5	2.6	3.0	3.7	2.8	3.6	3.3	4.0	2.8	3.0
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	3.1	4.4	2.4
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	3.2	2.8	2.6	1.9

*January to October data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (1 agreement)	650	2.0	0.0	60	
B.C. Gas Utility Ltd., utility workers, province-wide, B.C.	650	2.0	0.0	60	2006/03/31
Construction (2 agreements)	2,050	2.7	3.0	38.9	
Construction Management Bureau Limited, electricians, Mainland, N.S.	850	2.4 *	3.1	60	2006/04/30
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide, N.B.	1,200	3.0	3.0	24	2003/06/30
Manufacturing (3 agreements)	2,690	2.2	1.8	51.8	
Christie Brown and Co. (Division of Nabisco Ltd.), production, Montréal, Que.	510	2.5	2.0	48	2005/04/30
Teck Cominco Metals Ltd, plant and maintenance employees, Trail, B.C.	1,330	1.5	1.0	48	2005/05/31
Textron Automotive Company, plant and maintenance employees, Port Hope, Ont.	850	3.0	3.0	60	2006/12/31
Transportation (1 agreement)	670	3.5	3.6	36	
Via Rail Canada Inc., shopcraft employees, system-wide	670	3.5	3.6	36	2003/12/31
Information and Culture (2 agreements)	2,630	2.9	3.0	37.2	
MTS Communications Inc., MTS, MTS Advanced Inc., telephone operators, province-wide, Man.	1,530	2.8	3.0	38	2004/12/19
MTS Communications Inc., managers, province-wide, Man.	1,100	3.0	3.0	36	2004/02/18
Finance, Real Estate, Management Services (1 agreement)	1,400	1.4	0.6	36	
Rentokil Initial Canada Limited, security guards, province-wide, Ont.	1,400	1.4	0.6	36	2004/06/30
Education, Health and Social Services (6 agreements)	46,510	3.1	2.9	37	
Government of New Brunswick, elementary and secondary teachers, province-wide, N.B.	7,600	3.7	4.3	42	2004/02/28
Northern Alberta Institute of Technology, administrative services employees, Edmonton, Alta.	530	4.7	5.0	36	2004/07/17
Ontario Hospital Association, non-medical employees, province-wide, Ont.	25,000	2.8	2.5	36	2004/09/28
Saskatchewan Association of Health Organizations, non-medical employees, province-wide, Sask.	12,000	3.0	3.0	36	2004/03/31
Southern Alberta Institute of Technology, office and clerical employees, Calgary, Alta.	680	4.5	5.0	24	2003/06/30
University of Manitoba, instructors/tutors/lecturers, Winnipeg, Man.	700	2.4	0.0	48	2004/08/31
Public Administration (1 agreement)	900	2.1	2.0	48	
Capital Regional District, office and clerical employees, Victoria, B.C.	900	2.1 *	2.0	48	2004/12/31
Agreements with COLA (2 agreements)	1,750	2.2 *	2.5	53.8	
Agreements without COLA (15 agreements)	55,750	3.0	2.8	37.7	
All Agreements (17 agreements)	57,500	2.9	2.8	38.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	14,570	B/CO/TENT	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Govt of Newfoundland and Labrador	nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employers Assn.	B.C. Teachers' Federation	45,000	MED	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	BLE	500	MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	TENT	Aug. 00

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

Wage Data for the Third Quarter 2001 For Small, Medium and Large Size Bargaining Units (by Public & Private and by Industrial Sectors)

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

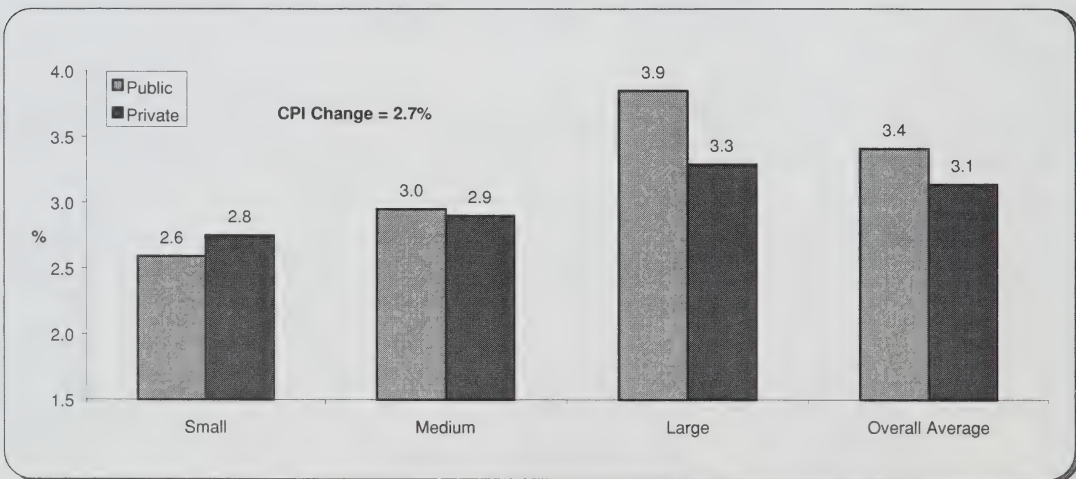
Among the 121 collective bargaining settlements reached in the **third quarter** of the year 2001, 35 settlements were in small bargaining units, 61 were in medium bargaining units, and 25 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 3.3 per cent.

Small bargaining units received the smallest average wage increase at 2.7 per cent. Public sector settlements provided an average increase of 2.6 per cent compared to the private sector with 2.8 per cent. Close to half of all employees, 44.7 and 45.3 per cent of the public and the private sector respectively, received wage adjustment between 2.0 to 2.9 per cent. On an industry basis, the Construction sector had the largest average increase (6.4 per cent) while the lowest average increase was in the Primary sector (1.0 per cent).

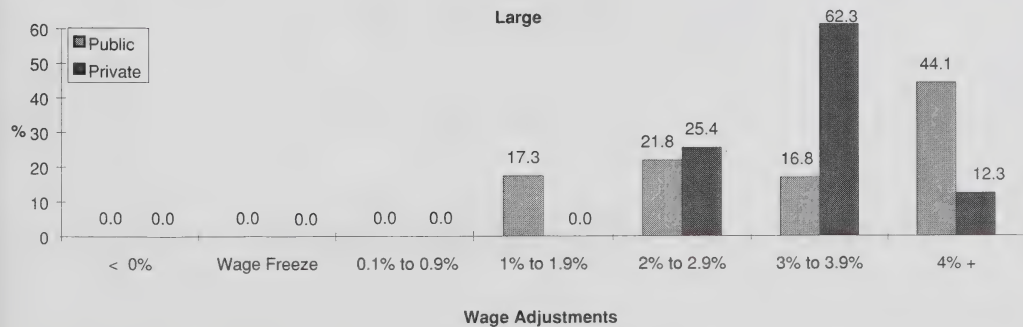
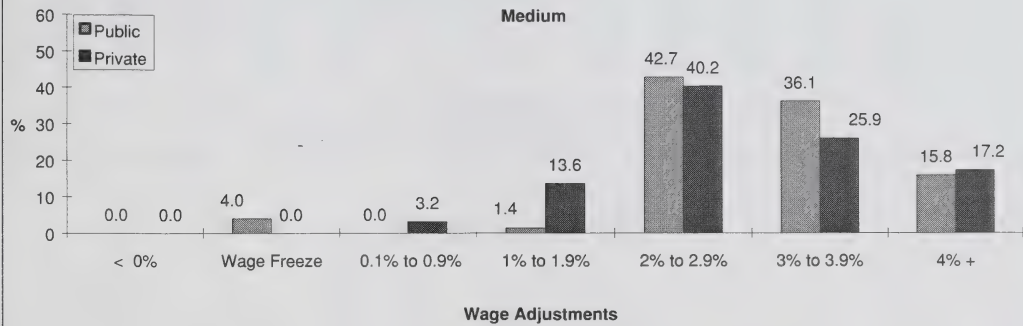
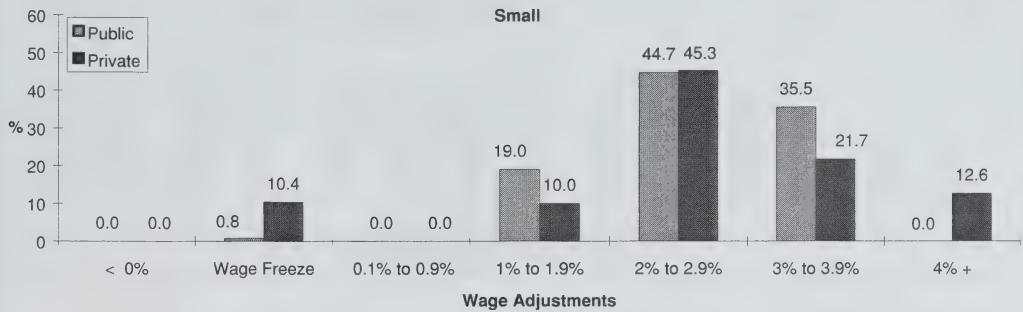
Medium size bargaining units reported an average wage increase of 2.9 per cent. Public sector settlements resulted in an increase of 3.0 per cent, very close to the figure for the private sector at 2.9 per cent. A large proportion of employees from the public and private sectors (42.7 and 40.2 per cent) received wage adjustments between 2.0 and 2.9 per cent. On an industry basis, the Transportation sector reported the largest increase at 3.2 per cent and the Wholesale and Retail Trade sector reported the smallest increase at 1.4 per cent.

Large size bargaining units' wage increase averaged 3.6 per cent. Public sector settlements resulted in an increase of 3.9 per cent, significantly higher than the private sector increase of 3.3 per cent, and the highest increase compared to all sectors in both the small and medium size bargaining units. In the public sector, 44.1 per cent of employees were in the 4.0 per cent or higher wage adjustment category while 62.3 per cent of employees of the private sector were in the 3.0 to 3.9 per cent category. On an industry basis, the highest increase was recorded in the Education, Health and Social Services sector (4.3 per cent) and the lowest was noted in the Transportation sector (2.8 per cent).

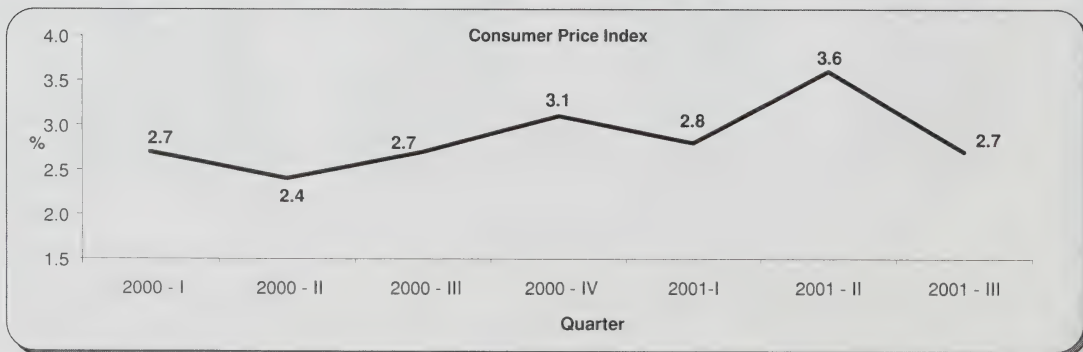
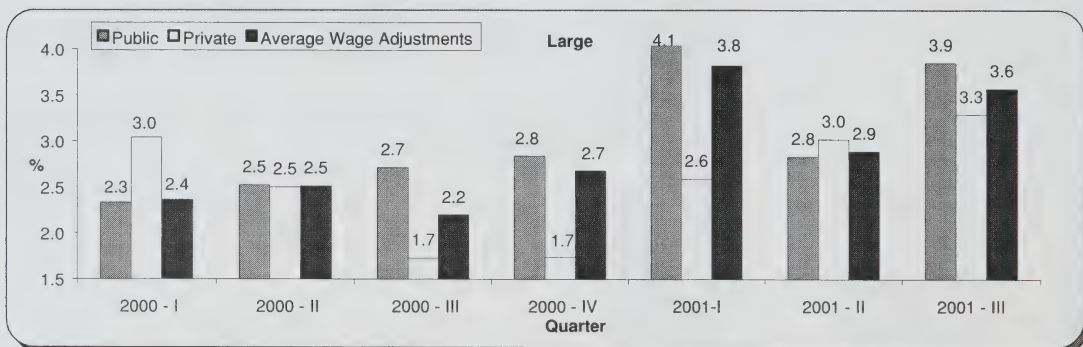
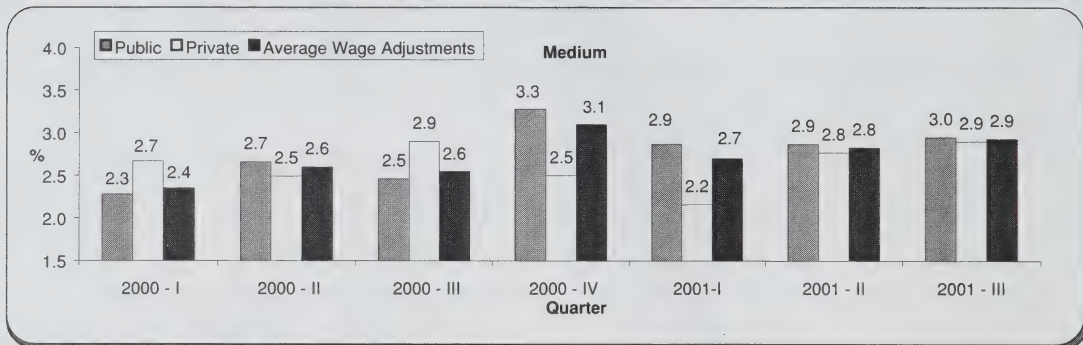
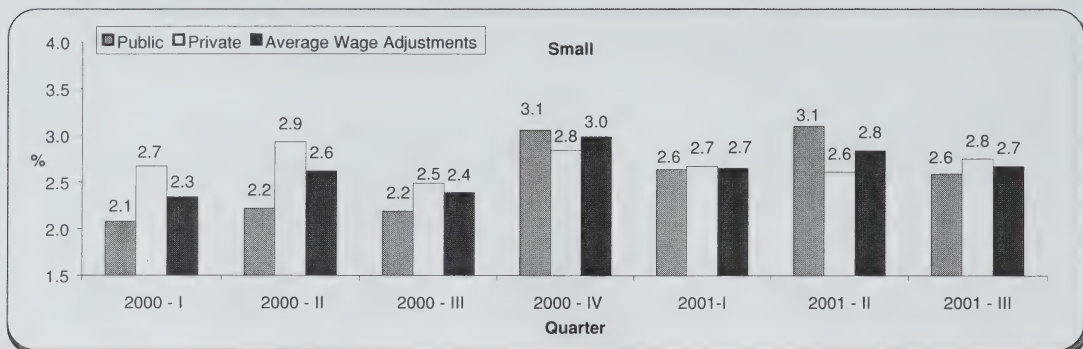
Third Quarter Average Wage Adjustments, by Public and Private Sectors



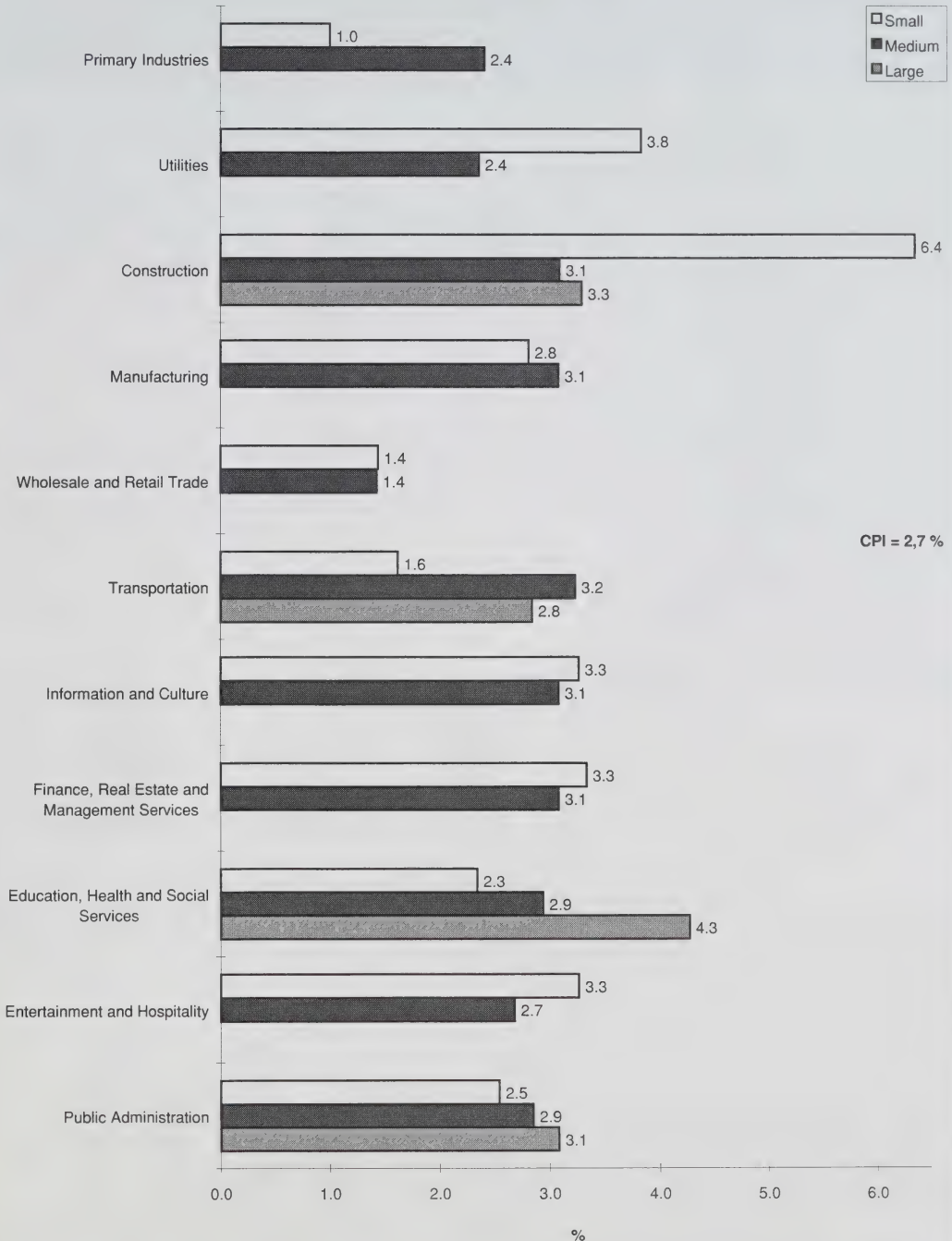
Third Quarter Wage Adjustment Distribution by Percentage of Employees and Public and Private Sectors



Quarterly Wage Adjustments by Public and Private Sectors



Third Quarter Average Wage Adjustments by Percentage of Employees and by Industry



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN OCTOBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Abitibi Consolidated (division St-Félicien), woods operators, St-Félicien, Que.	130	1.9	1.7	72	2006/05/31
Line Creek Resources Ltd., mine employees, Elk Valley, B.C.	390	3.7	5.0	48	2005/05/31
Manufacturing (2 agreements)					
Coca-Cola Bottling Ltd., plant and maintenance employees, Montréal, Que.	450	2.2	2.3	48	2005/07/29
Olymel (Societe en commandite), plant and maintenance employees, Ste-Rosalie, Que.	460	2.3	3.5	60	2006/07/01
Wholesale and Retail Trade (1 agreements)					
The Bay, retail employees, Kamloops, B.C.	110	1.7	2.1	48	2004/01/31
Transportation (3 agreements)					
Saskatchewan Transportation Company, bus drivers, Regina, Sask.	210	2.2	3.0	48	2004/12/31
St. Lawrence Seaway Management Corporation, supervisors, Maisonneuve Region	100	2.7	2.0	36	2003/12/31
St. Lawrence Seaway Management Corporation, operational, South Shore Canal	430	2.7	2.0	36	2003/12/31
Education, Health and Social Services (1 agreements)					
Langara College, Instructors/Tutors/Lecturers, Vancouver, B.C.	430	2.6	2.0	36	2004/03/31
Entertainment and Hospitality (2 agreements)					
Richtree Markets Inc., hotel or restaurant employees, Toronto, Ont.	130	1.0	3.0	36	2003/12/26
Vancouver Opera, stagehands, Vancouver, B.C.	320	1.2 *	0.0	48	2004/06/30

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

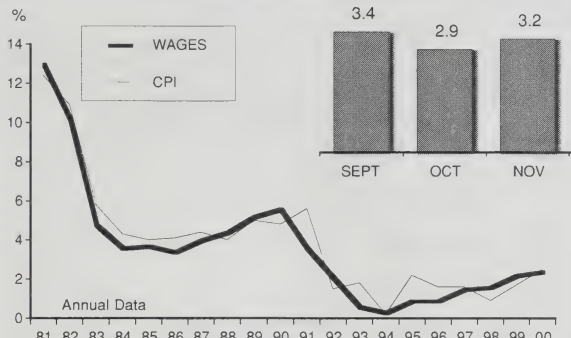


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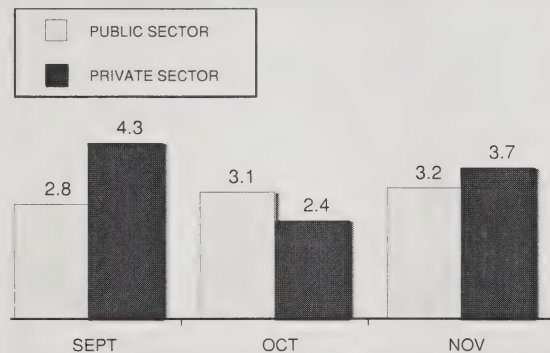
THE WAGE SETTLEMENTS BULLETIN

January 2002
Volume 13, Issue 1

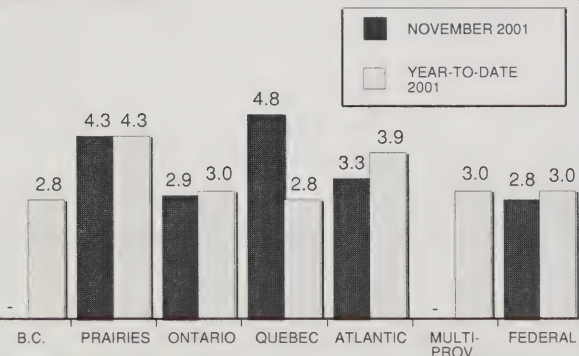
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2001

Major collective bargaining settlements reached in November 2001 provided base-rate wage increases averaging **3.2 per cent** annually over the contract-term, up from 2.9 per cent in October and larger than last year's 2.5 per cent average. Wage adjustments in base rates for the first eleven months of 2001 (January to November) also averaged 3.2 per cent.

The results for November 2001 are based on a review of 30 settlements covering 133,400 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.1 per cent.

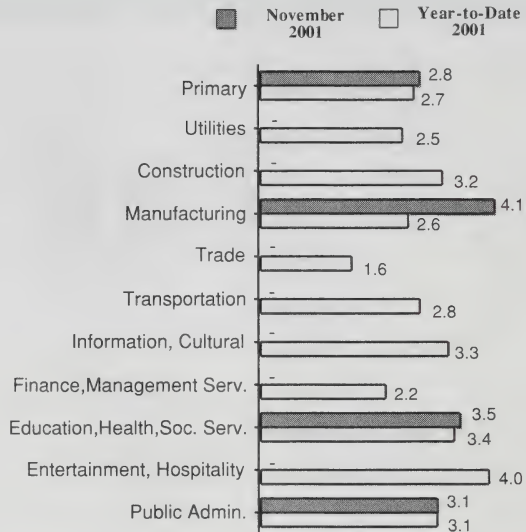
Wage adjustments in November settlements ranged from a low of 2.5 per cent for 1,470 employees in 2 public sector contracts in Ontario (Niagara Regional Municipality Homes for Seniors and the Centre-East Catholic School Board in Ottawa), to a high of 7.7 per cent for 700 employees with the University of Quebec in Chicoutimi. Approximately 77.6% of all employees received increases in the 2.0 to 2.9 per cent range.

Approximately 98.1% of all employees (26 of the 30 contracts) were in the public sector. Wage adjustments for 130,900 employees in 26 **public-sector** settlements averaged **3.2 per cent**, lower than the **private sector** average of **3.7 per cent** for 2,500 employees in 4 agreements.

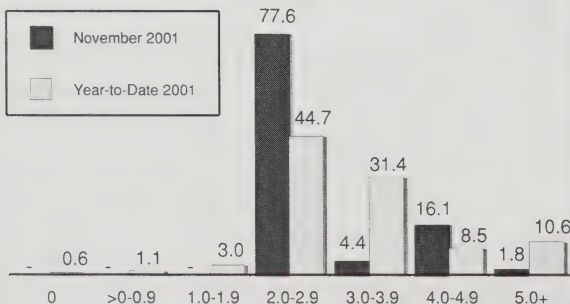
On a regional/jurisdictional basis, the largest average wage increase was in Quebec (4.8 per cent) and the smallest was in the Federal jurisdiction (2.8 per cent). The largest concentration of employees was in the Federal jurisdiction (67.2 % of all employees); all of these were Government of Canada contracts covered under the *Public Service Staff Relations Act*. Alberta recorded the second largest average increase (4.4 per cent) and the second largest concentration of employees (18% of employees). In other November 2001 settlements, wage increases in the Atlantic provinces averaged 3.3 per cent; Ontario wage settlements averaged 2.9 per cent and the three Prairie Provinces as a group averaged increases of 4.3 per cent.

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest concentration of employees was in **public administration**; 14 agreements provided 109,900 employees (82.4% of all employees covered) with wage adjustments averaging **3.1 per cent** (just a fraction lower than the national average). The largest average increase was in the **manufacturing sector** with 3 agreements providing 1,840 employees with a wage increase of **4.1 per cent**. The second largest concentration of employees (15.7% of employees) was in **education, health and social services**; 12 agreements provided 21,000 employees with wage increases averaging **3.5 per cent**. In **primary industries**, a single agreement provided 660 employees with a wage increase of **2.8 per cent**. There were no major settlements in the other major industry sectors.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	1	2,300
Quebec	4	4,120
Ontario	7	13,420
Prairie Provinces	13	23,920
British Columbia	-	-
Multi province	-	-
Federal	5	89,640

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			Year to	2001		
				3	4	1	2	3	Date*	Sept	Oct	Nov
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	3.2	3.4	2.9	3.2
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.8	3.1	3.2	3.3	3.4	3.0	3.2
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	2.9	3.6	2.2	4.2
First Year Adjustment	1.4	1.9	2.3	2.3	3.1	4.3	2.9	3.7	3.5	3.5	2.8	3.5
Non-COLA	1.4	1.7	2.3	2.5	3.1	4.4	3.2	3.3	3.5	3.5	2.8	3.5
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.4	3.5	3.6	2.5	3.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.2	2.9	2.4	2.7	2.4	-	2.8
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	2.5	1.8	2.0	-
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.2	5.6	2.7	-
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.9	2.7	3.1	2.6	3.9	2.1	4.1
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	0.9	2.0	1.4	1.6	1.4	-	-
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	2.8	3.1	3.5	-
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	3.1	3.3	3.1	2.9	-
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	2.2	-	1.4	-
Education, Health, Social Services	1.4	1.8	2.6	2.7	3.3	4.2	2.8	3.9	3.4	2.8	3.1	3.5
Entertainment, Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	4.0	-	-	-
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.1	2.4	2.1	3.1
Jurisdictions												
Newfoundland and Labrador	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	3.1	3.1	-	3.3
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.4	4.5	3.6	-	2.4	-
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	3.3	3.5	-	3.6	-
Quebec	1.1	1.6	2.3	2.8	2.5	4.4	2.3	2.7	2.8	-	2.2	4.8
Ontario	1.6	2.2	2.5	2.2	2.9	3.1	3.0	3.0	3.0	2.8	2.7	2.9
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.5	2.3	1.8	2.4	3.4
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	2.9	-	3.0	2.9
Alberta	3.0	4.0	4.5	3.0	3.4	5.8	4.6	5.1	5.1	5.4	4.6	4.4
British Columbia	0.7	0.8	1.6	1.9	2.1	2.7	2.0	4.1	2.8	2.0	1.8	-
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	3.0	3.1	3.0	-	-	-
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.6	3.0	3.1	3.0	2.8
Public Sector	1.6	2.0	2.5	2.6	3.0	3.8	2.8	3.6	3.3	2.8	3.1	3.2
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	4.3	2.4	3.7
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	3.2	2.6	1.9	0.7

*January to November data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Primary Industries (1 agreement)	660	2.8	2.7	36	
IMC Esterhazy Canada Limited Partnership, mine employees, Esterhazy, Sask.	660	2.8	2.7	36	31/01/2004
Manufacturing (3 agreements)	1,840	4.1	4.7	37.2	
Boeing Toronto, Ltd., plant and maintenance employees, Mississauga, Ont.	570	4.5 *	4.5	36	27/10/2004
Magna Seating Systems Inc., Integram Windsor Seating, plant and maintenance employees, Windsor, Ont.	730	3.9	6.6	39	04/11/2004
Noranda Inc., CEZinc, production, Valleyfield, Que.	540	3.9 *	2.4	36	31/10/2004
Education, Health and Social Services (12 agreements)	21,000	3.5	3.3	29.5	
Carleton University, professors/instructors, Ottawa, Ont.	700	2.6	2.7	24	30/04/2003
Conseil des écoles catholiques de langue française du Centre-Est, elementary teachers, Ottawa, Ont.	750	2.5	3.5	36	31/08/2004
Government of Alberta, health and social care professionals, province-wide, Alta.	500	4.5	5.0	24	31/08/2003
Government of Alberta, health service-non-professionals, province-wide, Alta.	1,100	4.5	5.0	24	31/08/2003
Governors of the University of Calgary, support employees, Calgary, Alta.	2,600	4.0	4.0	12	31/03/2002
Ontario Hospital Association, non-medical employees, province-wide, Ont.	9,000	2.8	2.5	36	10/10/2004
Peel District School Board, occasional teachers, Mississauga, Ont.	950	2.7	0.0	26	31/08/2002
Regional Municipality of Niagara, non-medical employees, Niagara Region, Ont.	720	2.5	0.0	36	31/12/2003
University of Manitoba, professors, Winnipeg, Man.	1,100	3.4	3.0	36	31/03/2004
University of Sherbrooke, instructors/tutors/lecturers, Sherbrooke, Que.	1,720	5.5	5.5	12	31/12/2001
Université Laval, professors, Québec, Que.	1,160	2.6	1.5	42	31/05/2003
Université du Québec à Chicoutimi, instructors/tutors/lecturers, Chicoutimi, Que.	700	7.7	14.3	31	31/12/2002
Public Administration (14 agreements)	109,900	3.1	3.5	34.2	
City of Regina, outside employees, Regina, Sask.	1,200	3.0	3.0	36	31/12/2003
Government of Alberta, administrative support services employees, province-wide, Alta.	6,700	4.5	5.0	24	31/08/2003
Government of Alberta, administrative and program services, province-wide, Alta.	2,410	4.5	5.0	24	31/08/2003
Government of Alberta, correctional officers, province-wide, Alta.	1,800	4.5	5.0	24	31/08/2003
Government of Alberta, general tradesmen, province-wide, Alta.	600	4.5	5.0	24	31/08/2003

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Government of Alberta, natural resource conservation, province-wide, Alta.	1,300	4.5	5.0	24	31/08/2003
Government of Alberta, social workers, province-wide, Alta.	2,550	4.5	5.0	24	31/08/2003
Government of Alberta, technical employees, province-wide, Alta.	1,400	4.5	5.0	24	31/08/2003
Government of Canada, administrative and support employees, Canada-Wide	66,890	2.8	3.2	36	20/06/2003
Government of Canada, firefighters, Canada-Wide	11,420	2.8	3.2	36	04/08/2003
Government of Canada, librarians, Canada-Wide	1,010	2.8	3.2	36	30/06/2003
Government of Canada, scientific and other professionals, Canada-Wide	9,760	2.8	3.2	36	21/06/2003
Government of Canada, ship maintenance, Coast, B.C.	560	2.8	3.2	36	30/09/2003
Government of Prince Edward Island, inside and outside employees, province-wide, P.E.I.	2,300	3.3	3.3	36	31/03/2004
Agreements with COLA (2 agreements)	1,110	4.2 *	3.5	36	
Agreements without COLA (28 agreements)	132,290	3.2	3.5	33.5	
All Agreements (30 agreements)	133,400	3.2	3.5	33.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	5,330	B/CO	Mar.00/Nov.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	B/MED	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	PCB/TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	Teachers	8,000	B/CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (Que.)	IAM	8,000	B	Nov. 01
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	TENT	Mar. 01
•MTS Communications (Man.)	IBEW	1,050	B	Jan. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•B.C. Public School Employers Assn.	Teachers	45,000	MED	Mar. 01

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

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Wage Data for the Third Quarter 2001 For Small, Medium and Large Size Bargaining Units (by Region)

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

Among the 121 collective bargaining settlements reached in the **third quarter** of the year 2001, 35 settlements were in small bargaining units, 61 were in medium bargaining units, and 25 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 3.3 per cent.

In the **Atlantic** provinces, medium bargaining units reported base-rate wage adjustment of 3.0 to 3.9 per cent for 65.7 per cent of employees, the highest average on a regional basis. In large bargaining units, 64.4 per cent of employees were in the 4.0 per cent and over range. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, the majority of employees from small bargaining units (63.3 per cent) were concentrated in the 2.0 to 2.9 per cent range. In medium bargaining units, the distribution of wage adjustments varies between a wage freeze and the 4.0 per cent and over range with an average of 1.9 per cent that includes the 30.4 per cent of employees with the only wage freeze reported in the medium bargaining units. In large bargaining units, 74.5 per cent of employees received a wage adjustment in the 3.0 to 3.9 per cent range.

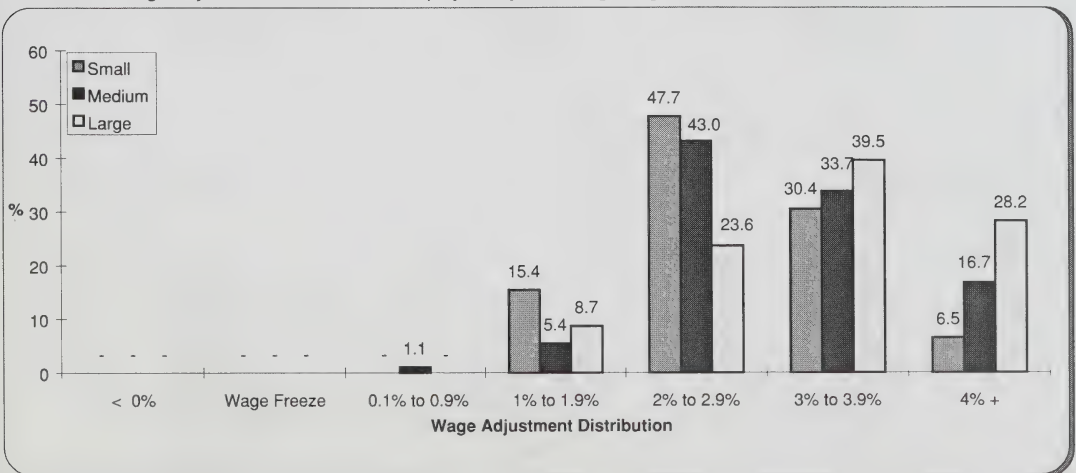
In the province of **Ontario**, 46.2 per cent of employees in small bargaining units are situated in the 3.0 to 3.9 per cent range, compared to 58.7 per cent in medium bargaining units. The number of employees in large bargaining units is equally distributed between the 2.0 to 2.9 and 3.0 to 3.9 per cent range with an average increase of 2.7 per cent.

In the **Prairie** provinces, the majority of employees in all sizes of bargaining units, obtained average increases ranging between 3.4 and 4.3 per cent. The 3.0 per cent and greater range represented 69.1 per cent, 79.7 per cent and 66.2 per cent of employees in the small, medium and large bargaining units respectively.

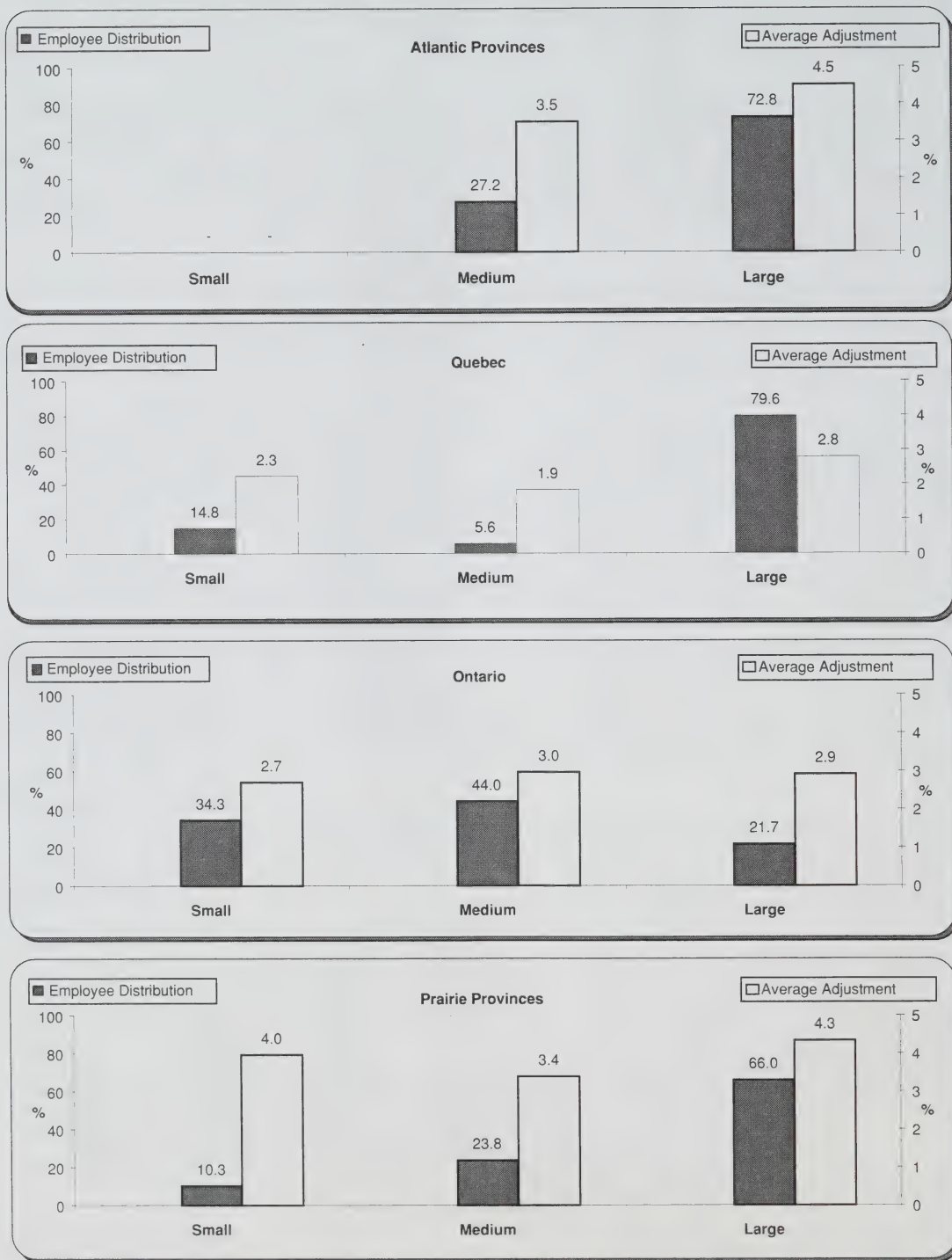
In the province of **British Columbia**, the majority of employees in small and medium bargaining units received increases situated in the lower half of the wage adjustment range, with the 2.0 to 2.9 per cent range as the ceiling. Both sizes of bargaining units, with 83.5 and 89.2 per cent of employees respectively, obtained average wage adjustments between 2.0 to 2.9 per cent.

In the **Federal** jurisdiction, average wage adjustments increased with the size of bargaining units. Settlements reached for the majority of small bargaining units reported an average increase between 1.0 to 1.9 per cent with an overall average of 2.0 per cent. In the medium-sized bargaining units 71.0 per cent of the employees were in the 3.0 to 3.9 per cent range. In the large size bargaining units a single agreement covering 2,940 employees provided an average increase of 4.4 per cent.

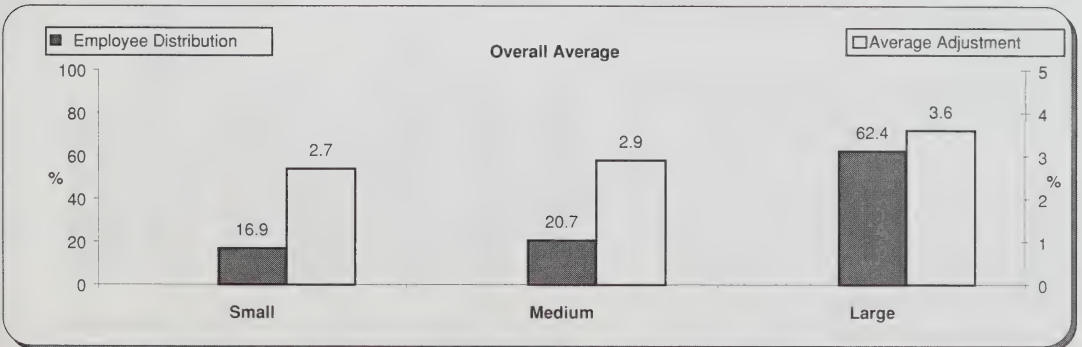
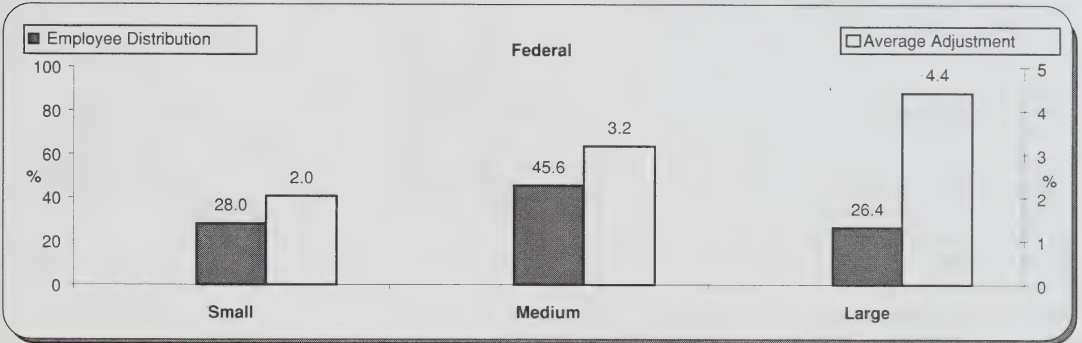
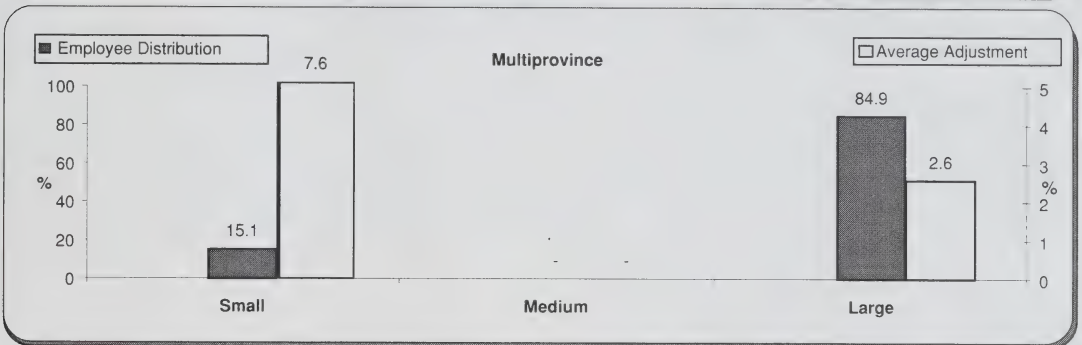
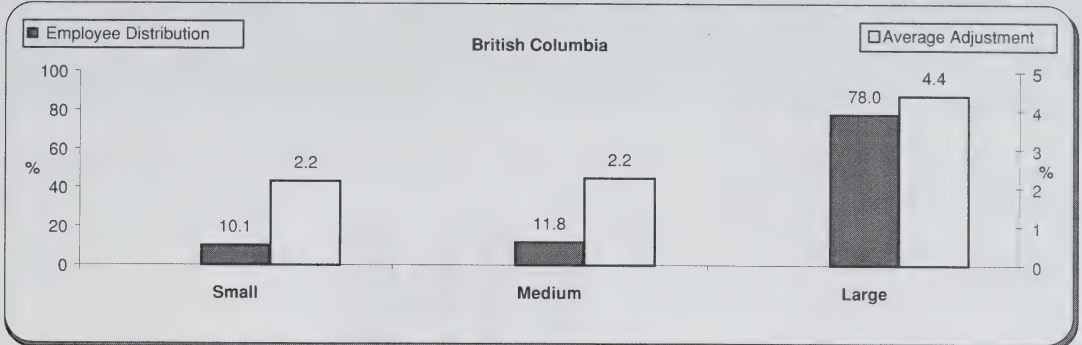
Third Quarter Wage Adjustment Distribution of Employees by Size Bargaining Units



Third Quarter Average Wage Adjustments by Region



Third Quarter Average Wage Adjustments by Region



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN NOVEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Shell Canada Limited - Waterton Complex, and maintenance employees, Pincher Creek, Alta.	100	3.2	3.5	36	2004/01/31
Manufacturing (1 agreement)					
Stanley Works, plant and maintenance employees, Smiths Falls, Ont.	240	3.6	7.8	36	2004/11/05
Wholesale and Retail Trade (1 agreement)					
National Grocers Co. Ltd., warehouse employees, Southern Ont. & Points in Que.	350	1.9	2.6	96	2009/09/30
Transportation (5 agreements)					
Association des transporteurs de la région de Montréal, truck drivers, Montréal, Que.	150	2.9 *	2.0	60	2006/09/30
Laidlaw Transit Ltd., bus drivers, Barrie, Ont.	200	2.7	2.5	24	2003/08/31
Montreal Airports, service and maintenance employees, Montréal, Que.	200	2.3	1.9	48	2005/03/31
Serca Foodservice Inc., warehouse employees, Calgary, Alta.	150	2.6	2.7	48	2005/03/26
Westcoast Energy Inc., technical employees, Fort St. John, B.C.	210	3.5	6.6	33	2003/12/31
Information and Culture (2 agreements)					
Telus Communications (Québec) Inc., scientific and other professionals, province-wide, Que.	490	3.1	3.0	36	2003/03/31
Télébec Itée, technical employees, Iles-de-la-Madeleine, Que.	160	3.4	6.1	32	2004/07/24
Education, Health and Social Services (3 agreements)					
Corp. of the County of Simcoe (Sunset, Simcoe & Trillium Manor), health service-non-professionals, Collingwood, Ont.	350	1.3	0.0	60	2003/06/30
Government of Northwest Territories, elementary and secondary teachers, territory-wide, N.W.T.	460	2.7	3.0	24	2003/08/31
Rainbow District School Board, plant and maintenance employees, Sudbury, Ont.	180	2.1	2.0	23	2003/06/30
Public Administration (1 agreement)					
House of Commons of Canada, security guards, Ottawa, Ont.	260	2.7	2.5	36	2003/05/31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

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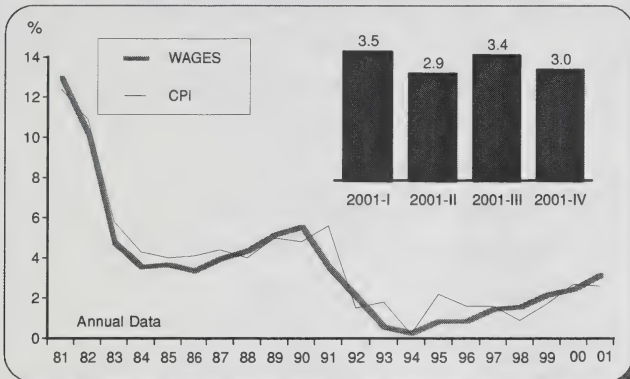


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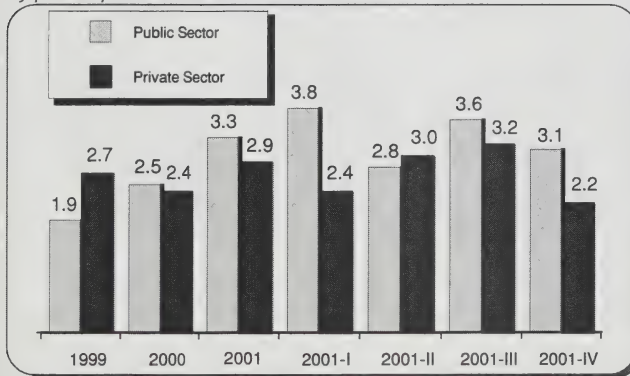
THE WAGE SETTLEMENTS BULLETIN

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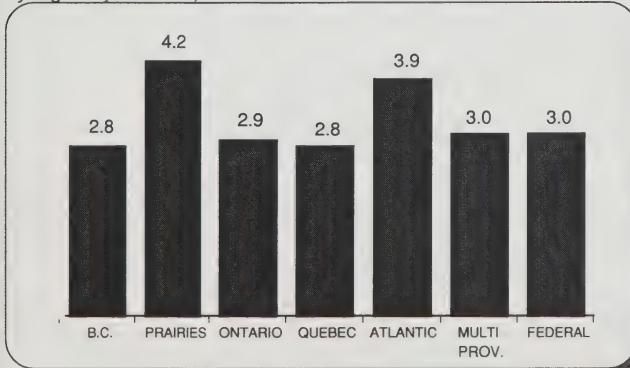
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction, in 2001



Le Bulletin existe également en français.

Wage Data for the Year 2001

Major collective bargaining settlements reached in the year **2001** provided base-rate wage adjustments averaging **3.2 per cent** annually over the contract-term, an increase from the 2.5 per cent average for the year 2000.

The results for the year 2001 are based on a review of 397 agreements covering 954,490 employees.

The average wage adjustment in the year 2001 was above the average in contracts they replaced. When the parties to the year 2001 settlements last negotiated, the resulting wage adjustments averaged only 1.9 per cent, compared to the 3.2 per cent adjustment in their year 2001 contracts.

Wage increases have risen moderately but steadily since the record low of 0.3 per cent in 1994. However, the 3.2 per cent gain in year 2001 remains well below the most recent annual peak of 5.6 per cent in 1990.

From 1991 to 1999, wage adjustments in the private sector have been above those in the public sector. This changed in the year 2000 when public-sector wage increases averaged 2.5 per cent, slightly above those in the private sector at 2.4 per cent. In 2001, public sector increases (3.3 per cent) remained above those in the private sector (2.9 per cent).

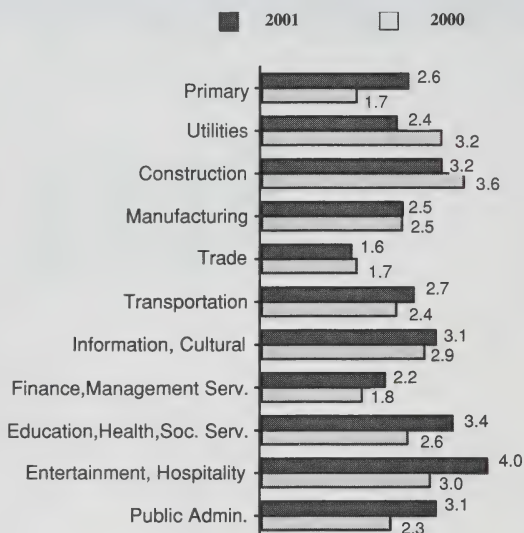
On a regional/jurisdictional basis, the largest increases were in Alberta (averaging 5.1 per cent). The smallest wage adjustments were in Manitoba (averaging 2.3 per cent). In other 2001 settlements, wage increases in the Atlantic provinces averaged 3.9 per cent; Ontario wage settlements averaged 2.9 per cent and the three Prairie Provinces as a group averaged increases of 4.2 per cent.

On an industry basis, the largest concentration of employees was in **education, health and social services**; 164 agreements provided 399,870 employees (41.9% of all employees covered) with wage adjustments averaging **3.4 per cent**. The largest average increase was in

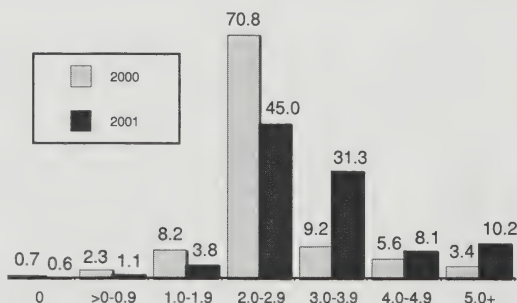
the **entertainment and hospitality sector** with only 4 agreements providing 6,350 employees with wage increases of **4.0 per cent**. The second largest concentration of employees (19.1% of employees) was in **construction**; 55 agreements provided 182,010 employees with wage increases averaging **3.2 per cent**. All remaining industry sectors had adjustments below the national average. In both **public administration**, and the **information and culture** sectors, wage increases averaged 3.1 per cent. In **transportation**, wage increases averaged **2.7 per cent**; in **primary industries**, **2.6 per cent**; in **manufacturing**, **2.5 per cent**; in **utilities**, **2.4 per cent**; in **finance**, **2.2 per cent** and in **trade**, **1.6 per cent**.

Wage adjustments from major settlements reached in the **fourth-quarter of the year 2001**, averaged **3.0 per cent**; these results are based on 71 agreements covering 230,710 employees. Wage adjustments in both the public and private sectors have been more moderate in the fourth quarter 2001 compared to those in the third quarter. Public sector increases averaged 3.1 per cent in the fourth quarter 2001 compared to 3.6 per cent in the third quarter. Private sector adjustments averaged 2.2 per cent in the fourth quarter, significantly lower than the 3.2 per cent figure recorded in the third quarter.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments

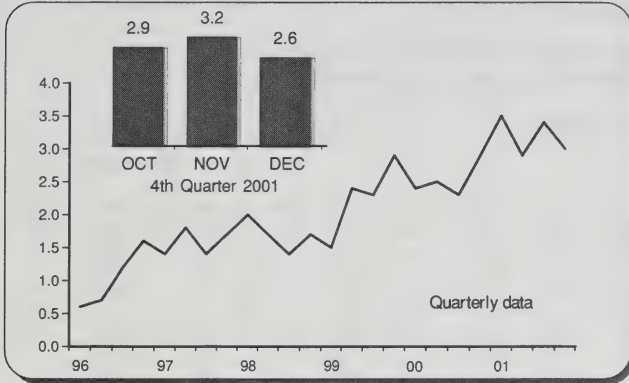


The distribution of settlements and employees by region/jurisdiction, in 2001

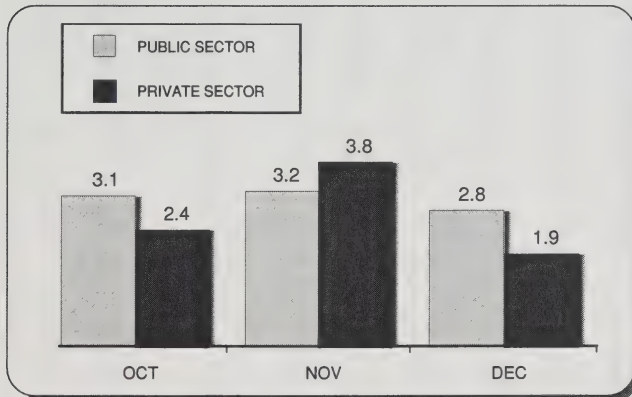
	Agreements	Employees
Atlantic provinces	30	59,980
Quebec	37	107,280
Ontario	167	288,560
Prairie Provinces	75	147,240
British Columbia	33	165,550
Multi province	9	14,950
Federal	46	170,930

Wage Data for December 2001

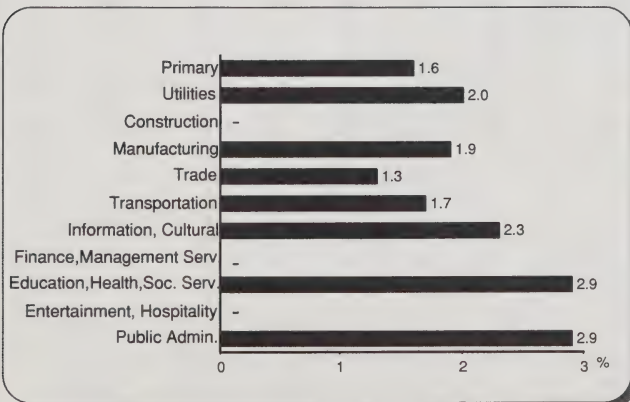
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry, in December 2001



Base-rate wage increases from major collective bargaining settlements ratified in **December of 2001**, averaged **2.6 per cent** annually over the contract-term, down from the 3.2 per cent average in the previous month, and the annual average of 3.2 per cent recorded for 2001.

The December results are based on a review of only 23 settlements reached in the period, with a coverage of 45,220 employees. When the parties to these settlements previously negotiated (with contract durations averaging approximately 28 months), the resulting wage adjustments averaged 2.1 per cent, compared to the 2.6 per cent gain in their most recent settlements.

Public sector increases were larger than those in the private sector in December. Wage adjustments for 32,800 employees in 13 **public-sector** settlements averaged **2.8 per cent**, a slight decrease from 3.2 per cent in the previous month, and 3.1 per cent in October. In the **private sector**, 10 settlements reached in December provided wage adjustments averaging **1.9 per cent** for 12,420 employees, down substantially from 3.8 per cent the previous month and 2.4 per cent in October.

On an industry basis, the largest proportion of employees was in the **education, health and social services** sector with 19,810 employees in 7 agreements; wage increases averaged **2.9 per cent**. In **public administration**, 5 agreements provided 10,900 employees with wage increases also averaging **2.9 per cent**. In **information and culture**, a single agreement provided 1,670 employees with a wage gain averaging **2.3 per cent**. In **manufacturing** wage increases averaged **1.9 per cent** for 7,160 employees in 4 agreements. In **transportation**, 3 settlements provided 3,070 employees with wage increases averaging **1.7 per cent**. There was only a single agreement in the following industry divisions: wage increases averaged **2.0 per cent** in the **utilities** sector (1,000 employees); **1.6 per cent** in **primary industries** (570 employees) and **1.3 per cent** in the **trade** sector (1,040 employees).

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	4.3	2	1,280
Quebec	2.1	1	2,630
Ontario	1.9	6	7,130
Prairie provinces	3.0	4	11,980
British Columbia	2.4	2	7,540
Federal	2.5	8	14,660

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2001		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	2.2	2.5	3.2	3.5	2.9	3.4	3.0	2.9	3.2	2.6
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	3.2	2.7
COLA	3.6	2.3	2.9	2.8	2.2	4.4	2.2	2.2	4.2	1.9
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	2.8	3.5	1.7
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.8	3.5	2.6
COLA	3.4	2.4	3.3	3.9	2.3	5.5	-1.3	2.5	3.6	-3.0
Industries										
Primary	2.2	1.7	2.6	2.2	2.9	2.4	2.3	-	2.8	1.6
Utilities	1.8	3.2	2.4	2.8	2.0	2.4	2.0	2.0	-	2.0
Construction	2.0	3.6	3.2	2.5	3.2	3.3	2.7	2.7	-	-
Manufacturing	3.6	2.5	2.5	1.9	2.7	3.1	2.3	2.1	4.1	1.9
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	-	-	1.3
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	3.5	-	1.7
Information and Cultural Industries	2.5	2.9	3.1	3.7	3.1	3.1	2.7	2.9	-	2.3
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	1.4	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.8	3.9	3.1	3.1	3.5	2.9
Entertainment, Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	-	-	-
Public Administration	2.2	2.3	3.1	3.1	3.0	3.0	3.1	2.1	3.1	2.9
Jurisdictions										
Newfoundland & Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	-	-	5.1
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	3.3	-
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	2.4	2.4	-	-
New Brunswick	2.4	2.8	3.5	4.0	2.0	3.3	3.6	3.6	-	3.5
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.6	2.2	4.8	2.1
Ontario	2.2	2.5	2.9	3.1	3.0	3.0	2.7	2.7	2.9	1.9
Manitoba	2.5	2.6	2.3	1.8	2.4	2.5	3.0	2.4	3.4	-
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.0	2.9	3.0
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.3	4.6	4.4	2.9
British Columbia	0.8	1.6	2.8	2.7	2.1	4.1	2.3	1.8	-	2.4
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	3.0	2.8	2.5
Public Sector	1.9	2.5	3.3	3.8	2.8	3.6	3.1	3.1	3.2	2.8
Private Sector	2.7	2.4	2.9	2.4	3.0	3.2	2.2	2.4	3.8	1.9
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.9	0.7	0.7

Data for the current month are preliminary.

Major Wage Settlements, by Public and Private Sectors, by Year and Quarter

	Public Sector				Private Sector				All Sectors			
	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)	Agmts.	Dur. (Months)	Empls. (000's)	Avg. Adj. (%)
Year												
1981	290	18.9	577.6	13.1	210	27.3	323.4	12.6	500	21.9	901.0	13.0
1982	319	14.6	865.1	10.4	189	25.2	282.2	9.5	508	17.2	1,147.3	10.2
1983	458	19.6	1,241.6	4.6	200	25.0	302.8	5.5	658	20.6	1,544.3	4.8
1984	276	17.0	635.2	3.9	283	26.1	521.0	3.2	559	21.1	1,156.2	3.6
1985	316	21.7	566.8	3.8	200	30.1	271.8	3.3	516	24.5	838.6	3.7
1986	321	25.3	709.2	3.6	232	26.0	412.2	3.0	553	25.6	1,121.5	3.4
1987	270	29.4	824.3	4.1	208	31.4	287.0	3.8	478	29.9	1,111.3	4.0
1988	301	24.0	698.6	4.0	241	27.2	484.1	5.0	542	25.3	1,182.7	4.4
1989	294	30.0	736.0	5.2	159	28.6	265.8	5.2	453	29.6	1,001.8	5.2
1990	283	27.4	677.8	5.6	224	29.7	468.5	5.7	507	28.4	1,146.4	5.6
1991	365	16.0	1,121.7	3.4	182	29.2	224.0	4.4	547	18.2	1,345.6	3.6
1992	301	21.7	975.9	2.0	195	32.2	330.9	2.6	496	24.3	1,306.8	2.1
1993	347	23.4	1,012.0	0.6	171	25.2	400.5	0.8	518	23.9	1,412.5	0.7
1994	299	26.5	719.8	-0.0	135	34.5	222.8	1.2	434	28.4	942.6	0.3
1995	215	31.5	629.6	0.6	186	35.9	278.4	1.4	401	32.8	908.0	0.9
1996	212	31.7	564.3	0.5	166	34.7	246.1	1.7	378	32.6	810.4	0.9
1997	220	30.3	370.3	1.1	159	38.1	321.9	1.8	379	33.9	692.2	1.5
1998	221	31.1	646.3	1.6	182	34.4	274.2	1.9	403	32.1	920.5	1.7
1999	219	35.0	510.6	1.9	158	38.4	314.3	2.7	377	36.3	824.9	2.2
2000	301	33.6	917.7	2.5	102	42.6	162.7	2.4	403	35.0	1,080.4	2.5
2001	250	31.4	677.6	3.3	147	35.9	276.9	2.9	397	32.7	954.5	3.2
Quarter												
1998 I	45	36.4	97.0	2.1	23	33.6	38.3	2.3	68	35.6	135.3	2.1
II	56	32.0	157.5	1.7	71	27.9	111.1	1.7	127	30.3	268.6	1.7
III	52	33.2	186.5	1.2	54	40.9	85.9	1.8	106	35.6	272.4	1.4
IV	68	25.9	205.3	1.7	34	39.9	38.9	2.2	102	28.1	244.2	1.8
1999 I	79	32.5	192.9	1.3	30	38.1	55.7	2.2	109	33.7	248.6	1.5
II	72	37.4	208.5	2.4	54	40.6	64.0	2.5	126	38.1	272.4	2.4
III	33	36.9	50.0	2.3	42	37.3	127.1	2.4	75	37.2	177.1	2.4
IV	35	33.4	59.3	2.1	32	38.3	67.5	3.8	67	36.0	126.7	3.0
2000 I	122	39.9	497.4	2.3	30	30.5	39.2	3.0	152	39.2	536.6	2.4
II	57	21.3	208.6	2.5	29	41.1	34.3	2.5	86	24.1	242.9	2.5
III	44	33.5	79.6	2.6	20	52.2	58.8	1.9	64	41.4	138.4	2.3
IV	78	29.3	132.0	3.0	23	41.0	30.5	2.2	101	31.5	162.5	2.9
2001 I	59	29.7	144.3	3.8	20	35.9	34.1	2.4	79	30.8	178.4	3.5
II	88	29.9	200.4	2.8	67	35.8	109.7	3.0	155	32.0	310.1	2.9
III	56	31.0	127.2	3.6	36	35.5	108.2	3.2	92	33.1	235.3	3.4
IV	47	34.4	205.8	3.1	24	38.0	24.9	2.2	71	34.8	230.7	3.0

Agmts. - Number of Agreements
 Dur. - Average Agreement Duration
 Empls. - Number of Employees
 Avg. Adj. - Average Annual Adjustment

MAJOR SETTLEMENTS REACHED IN DECEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	570	1.6	5.0	36	
General Presidents' Maintenance Committee for Canada, service and maintenance employees, Mildred Lake, Alta.	570	1.6	5.0	36	2004/12/31
Utilities (1 agreement)	1,000	2.0	2.0	12	
Hydro One Inc., scientific and other professionals, province-wide, Ont.	1,000	2.0	2.0	12	2002/12/31
Manufacturing (4 agreements)	7,160	1.9	-3.0	33.9	
Algoma Steel Inc., administrative services employees, Sault Ste. Marie, Ont.	630	1.2 *	-8.3	32	2004/07/31
Algoma Steel Inc., production, Sault Ste. Marie, Ont.	3,150	1.6 *	-8.1	32	2004/07/31
Lear Corporation, plant and maint. employees, Kitchener, Ont.	750	3.1 *	3.3	36	2004/12/31
Pratt & Whitney Canada Inc., plant and maintenance employees, Longueuil, Que.	2,630	2.1 *	2.7	36	2005/02/28
Wholesale and Retail Trade (1 agreement)	1,040	1.3	0.0	36	
Okanagan Federated Shippers Labour Relations Association, plant and maintenance employees, Kelowna, B.C.	1,040	1.3	0.0	36	2004/08/31
Transportation (3 agreements)	3,070	1.7	0.5	32.6	
Air Canada Regional Inc., aircraft maintenance, System-Wide	870	1.2	0.0	24	2003/09/30
Air Canada Regional Inc., pilots, System-Wide	1,500	1.7	0.0	36	2004/12/31
Council of Marine Carriers, licensed personnel, Coast, B.C.	700	2.5	2.0	36	2003/09/30
Information and Culture (1 agreement)	1,670	2.3	2.0	24	
Canadian Broadcasting Corporation, technical employees, Canada-Wide (excl. Que. & N.B.)	1,670	2.3	2.0	24	2003/06/30
Education, Health and Social Services (7 agreements)	19,810	2.9	2.7	36	
Dufferin-Peel Catholic District School Board, plant and maintenance employees, Mississauga, Ont.	600	3.0	3.0	24	2003/09/30
Extendicare (Canada) Inc., health service-non-professionals, Regina, Sask.	580	3.0	3.0	36	2004/03/31
Government of Newfoundland and Labrador, health and social care professionals, province-wide, Nfld.	700	5.1	5.0	36	2004/06/30
Post-Secondary Employers' Association, post-secondary, non university teachers, province-wide, B.C.	6,500	2.6	2.0	36	2004/03/31
Saskatchewan Association of Health Organizations, service and maintenance employees, province-wide, Sask.	9,850	3.0	3.0	36	2004/03/31
University of New Brunswick, professors, Fredericton, N.B.	580	3.5	3.5	48	2005/06/30
University of Western Ontario, office and clerical employees, London, Ont.	1,000	1.7	1.7	36	2004/06/30
Public Administration (5 agreements)	10,900	2.9	3.2	34.9	
City of Calgary, firefighters, Calgary, Alta.	980	3.7	3.5	24	2001/12/31
Government of Canada, commerce officers, Canada-Wide	4,690	2.8	3.2	36	2003/06/21
Government of Canada, nurses, Canada-Wide, Multi	1,940	2.8	3.2	36	2003/09/30
Government of Canada, scientific and other professionals, Canada-Wide	2,670	2.8	3.2	36	2003/09/30
Government of Canada, ship maintenance, Halifax, N.S.	620	2.8	3.2	36	2003/12/31
Agreements with COLA (4 agreements)	7,160	1.9 *	-3.0	33.9	
Agreements without COLA (19 agreements)	38,060	2.7	2.6	34.3	
All Agreements (23 agreements)	45,220	2.6	1.7	34.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	5,330	B/CO	Mar.00/Nov.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/TENT	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	B/TENT	Oct/Dec 01
•CN Rail	various unions	5,230	PCB/TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	Teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (Que.)	IAM	7,400	B	Nov. 01
•Frigidaire (Que.)	IAM	750	B	Mar. 02
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Toronto Transit Commission	ATU	7,890	B	Mar. 02
•MTS Communications (Man.)	IBEW	1,050	B	Jan. 02
•Regional Health Auth. of Manitoba	Nurses	10,050	B	Mar. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	various unions	4,050	B	Mar. 02

Status* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/WS mediation after work stoppage	TENT tentative agreement
B/WS bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:

Client Services at 1-800-567-6866

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Wage Data for the Year 2001 For Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

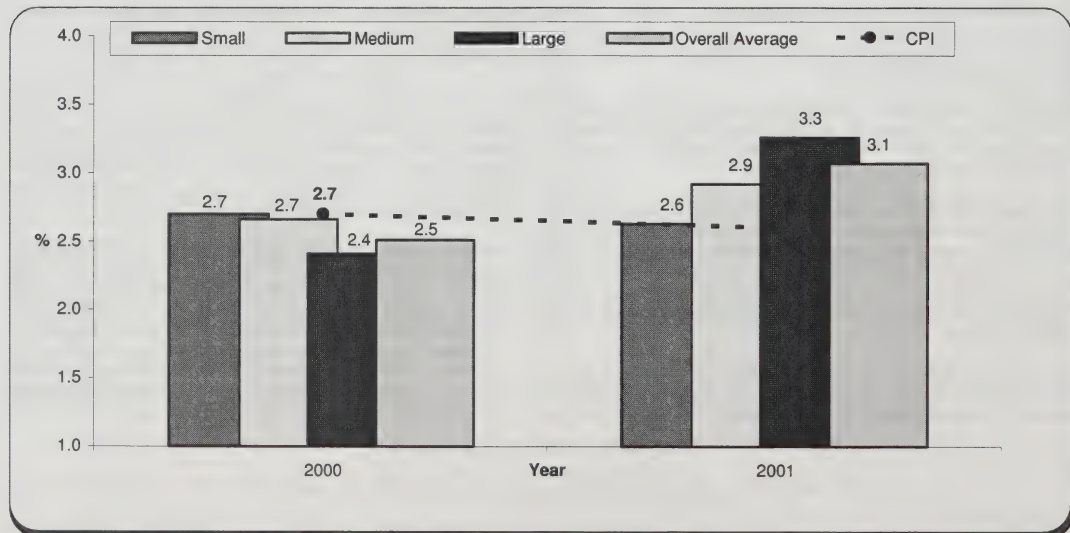
Among the 543 collective bargaining settlements reached in the year 2001, 146 settlements were in small bargaining units, 300 were in medium bargaining units, and 97 were in large bargaining units. During this period, the majority of employees and agreements were in the 2.0 to 2.9 per cent wage adjustment range while the overall base-rate wage adjustment averaged 3.1 per cent, up from 2.5 per cent reported in the year 2000.

Small bargaining units reported an average wage increase of 2.6 per cent, slightly lower than the 2.7 per cent reported in the year 2000. Close to half of the employees (47.4 per cent) and 43.8 per cent of agreements were in the 2.0 to 2.9 per cent range. Another 28.3 per cent of employees and 25.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector settlements provided an increase of 2.7 per cent compared to the private sector figure of 2.6 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.7 per cent in the Atlantic provinces to a low of 2.2 per cent in British Columbia. On an industry basis, the Utilities sector, represented by a single agreement, had the largest average increase (3.8 per cent) while the Wholesale and Retail Trade sector reported the smallest increase at 1.7 per cent.

Medium bargaining units reported an average wage increase of 2.9 per cent, higher than the 2.7 per cent reported in the year 2000. This increase is lower than the overall average of 3.1 per cent for all bargaining units. There were 36.2 per cent of employees and 39.0 per cent of agreements in the 2.0 to 2.9 per cent range. More than a quarter of employees and agreements (31.5 and 29.3 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.1 per cent, which is higher than the private sector increase of 2.7 per cent. On a regional/jurisdictional basis, the highest increase at 4.0 per cent was recorded in multiprovince agreements and the lowest at 1.8 per cent in British Columbia. On an industry basis, the Construction sector reported the highest increase at 3.4 per cent compared to the Wholesale and Retail Trade sector at 1.6 per cent.

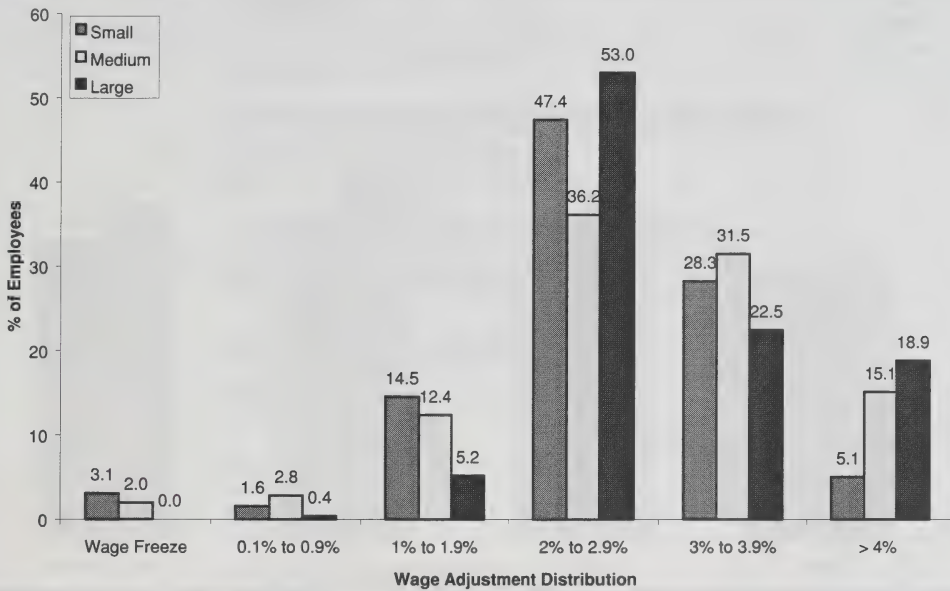
Large bargaining units reported an average wage increase of 3.3 per cent, much higher than the figure reported for the year 2000 (2.4 per cent), and higher than the figure reported for small and medium sized bargaining units. Less than 10.0 per cent of both employees and agreements received wage adjustment under 2.0 per cent compared to 20.0 per cent in small bargaining units. The public sector average increase at 3.3 per cent was slightly higher than the private sector increase at 3.1 per cent. On a regional/jurisdictional basis, the highest increase was reported in the Prairie Provinces with an average increase of 4.7 per cent while Quebec reported the lowest increase at 2.7 per cent. On an industry basis, the Entertainment and Hospitality sector, with a single agreement covering 4400 employees, recorded the highest increase at 4.6 per cent, compared to the lowest increase in the Manufacturing sector at 1.8 per cent.

Annual Average Wage Adjustments, by Size of Bargaining Units



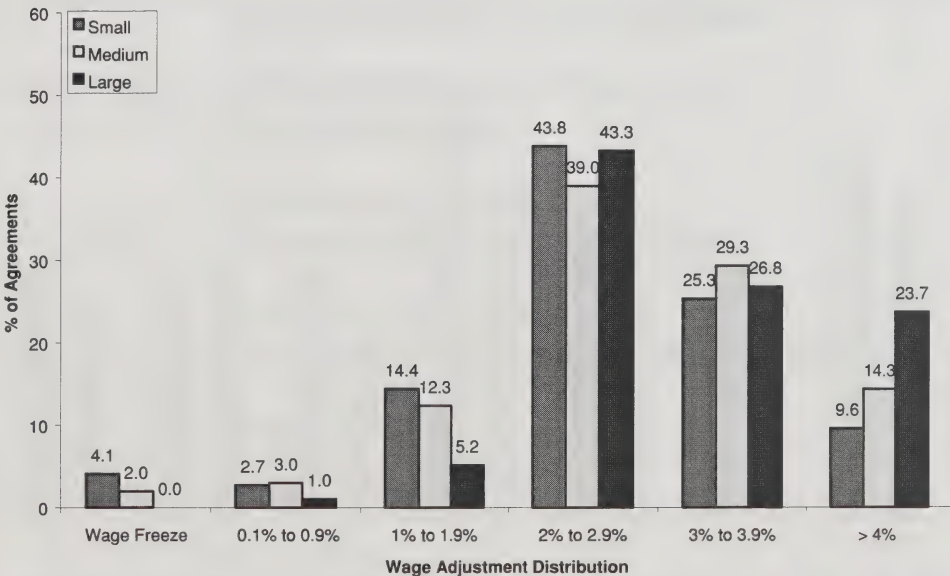
Wage Adjustment Distribution for the Year 2001

by Size of Bargaining Units and by Percentage of Employees

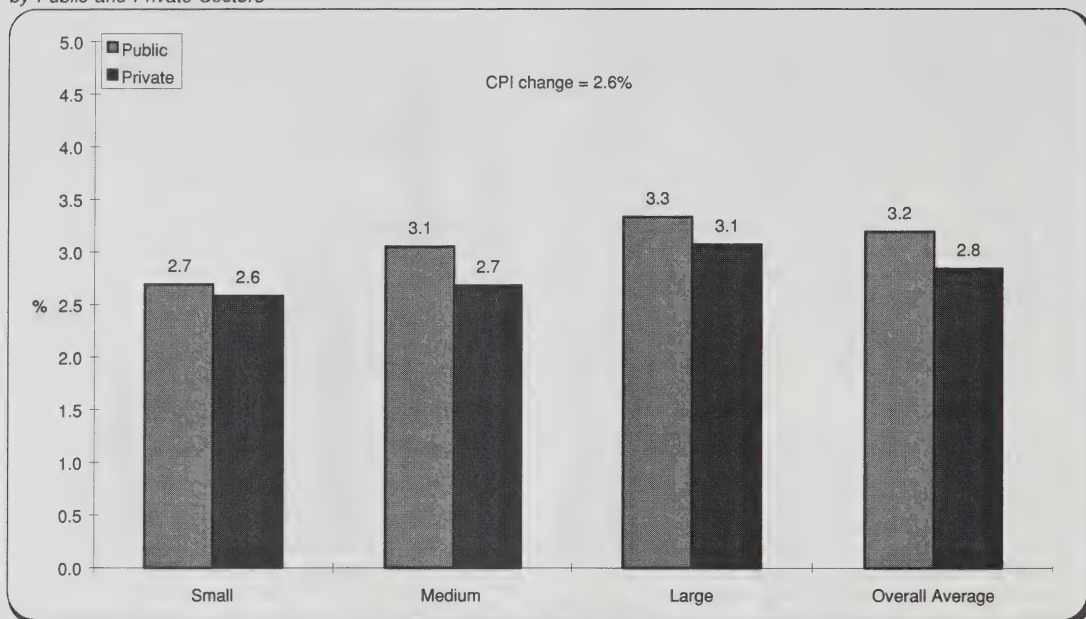


Wage Adjustment Distribution for the Year 2001

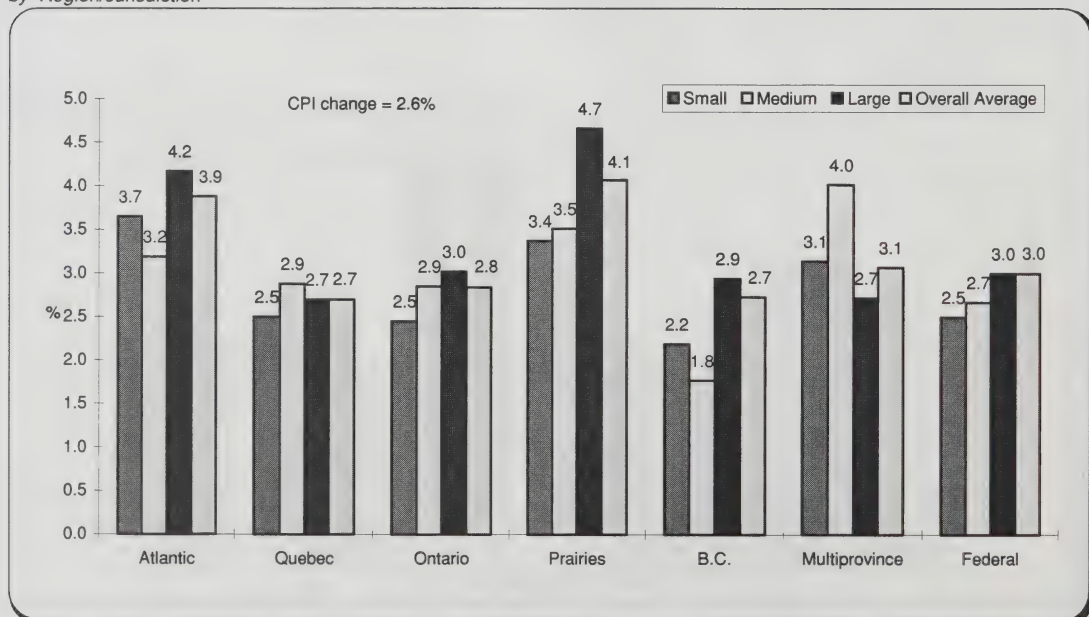
by Size of Bargaining Units and by Percentage of Agreements



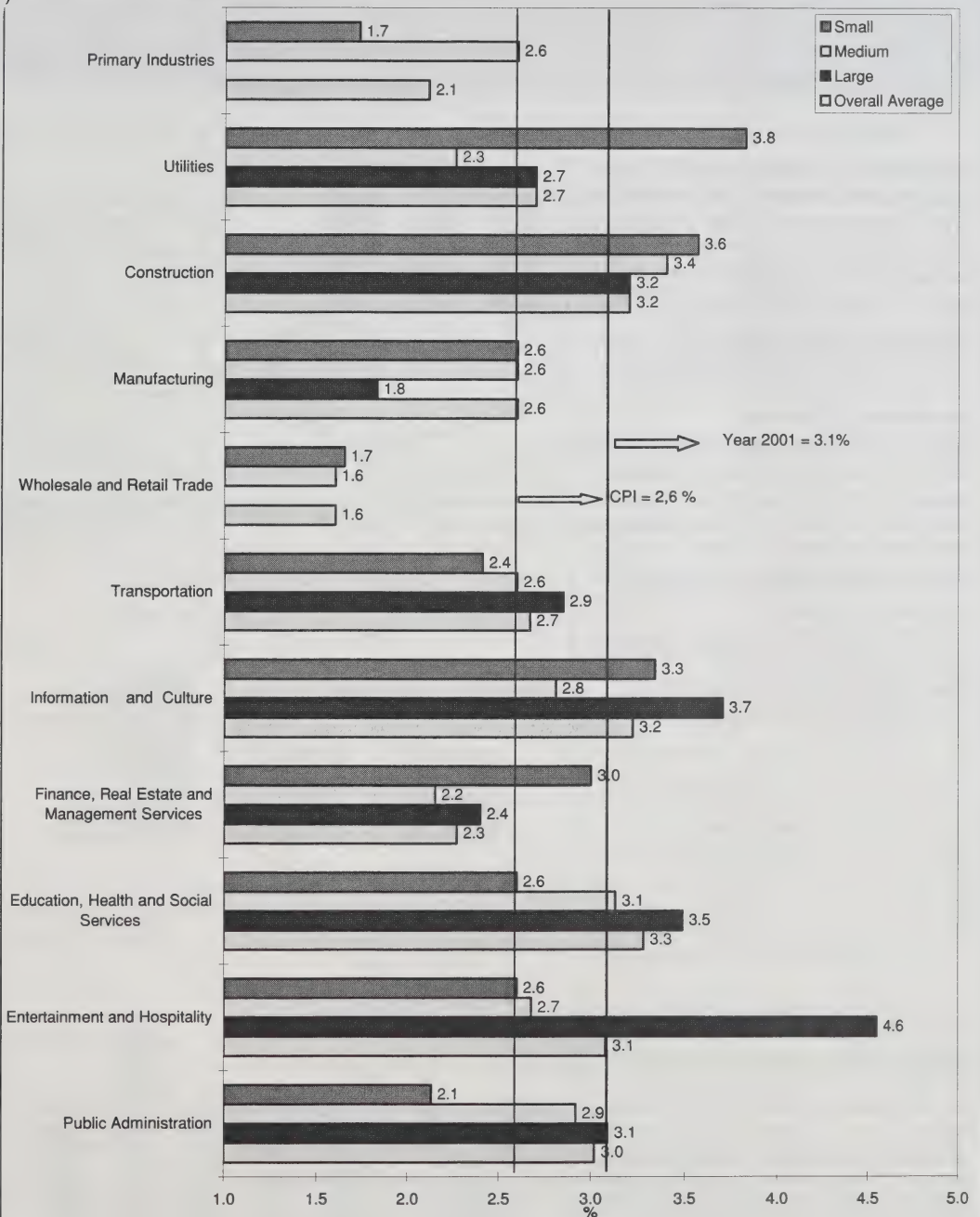
*Average Wage Adjustments for the Year 2001,
by Public and Private Sectors*



*Average Wage Adjustments for the Year 2001,
by Region/Jurisdiction*



Average Wage Adjustments for the Year 2001, by Industry



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN DECEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (1 agreement)					
General Presidents' Maintenance Committee for Canada (Maintenance), service and maintenance employees, Fort Saskatchewan, Alta.	360	1.7	5.2	36	2004/12/31
Manufacturing (2 agreements)					
Lilydale Co-Operative Limited, plant and maintenance employees, Abbotsford, B.C.	230	0.9	0.0	24	2003/06/30
Société Hostess Frito-Lay, production, Levis, Que.	370	3.2 *	2.8	60	2006/05/27
Transportation (1 agreement)					
Council of Marine Carriers, unlicensed personnel, Coast, B.C.	410	2.5	2.0	36	2003/09/30
Education, Health and Social Services (1 agreement)					
Trillium Lakelands District School Board, secondary teachers, Lindsay, Ont.	450	3.0	3.0	12	2002/08/31
Entertainment and Hospitality (1 agreement)					
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	250	0.0	0.0	12	2002/09/30
Public Administration (1 agreement)					
City of Trois-Rivieres, outside employees, Trois-Rivieres, Que.	100	0.3	0.0	72	2002/12/31

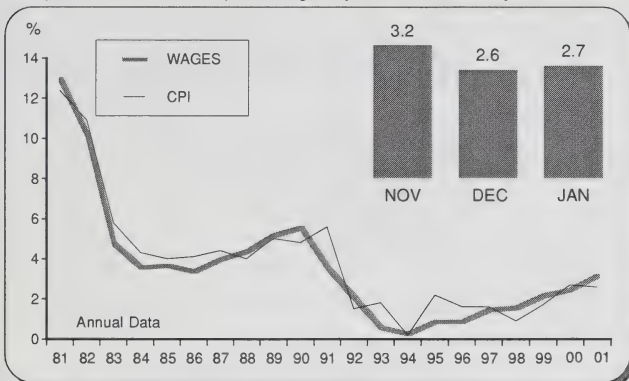
* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

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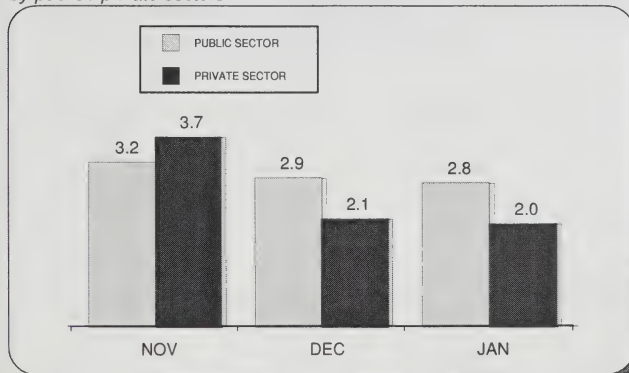
THE WAGE SETTLEMENTS BULLETIN

March 2002
Volume 13, Issue 3

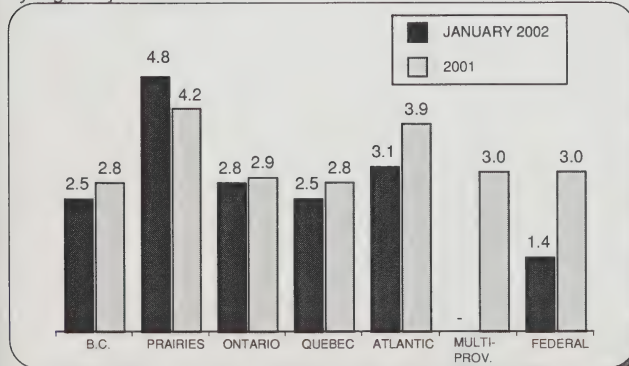
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for January 2002

Major collective bargaining settlements reached in **January 2002** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This was up fractionally from the 2.6 per cent average for December, but below the 3.2 per cent average for 2001.

The results for January 2002 are based on a review of 18 settlements reached in the period, with a coverage of 114,070 employees.

When the parties to the January 2002 settlements previously negotiated (with contract durations averaging 35.6 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.7 per cent in their current round of settlements and a current average contract duration of 35.5 months.

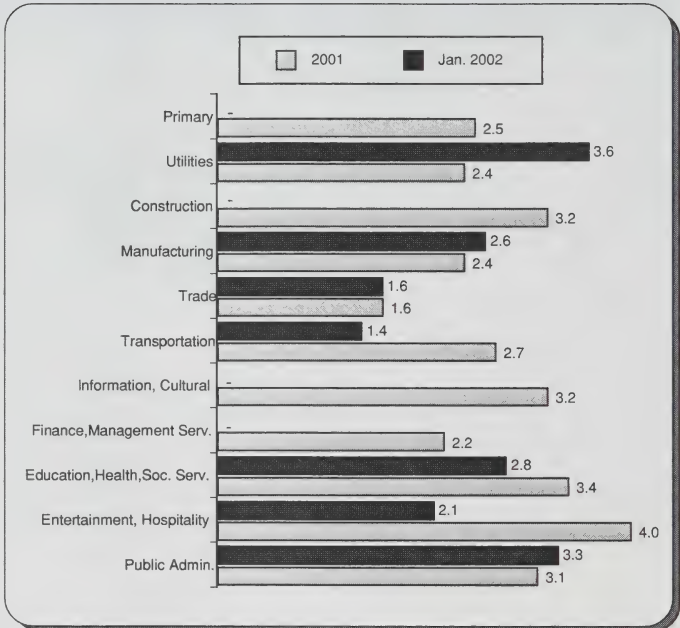
Close to 90% of employees were concentrated in 2 wage ranges: 46.4% in the 2 to 2.9 per cent range and 43.4% in the 3 to 3.9 per cent range.

Public-sector wage adjustments for 98,600 employees in 11 settlements averaged **2.8 per cent**, down from the 2.9 per cent figure reached in the previous month, and the average of 3.2 per cent for the year 2001. **Private-sector** wage increases for 15,470 employees in 7 agreements averaged **2.0 per cent**, just a fraction below the previous month's figure of 2.1 per cent, and below last year's annual average of 2.9 per cent.

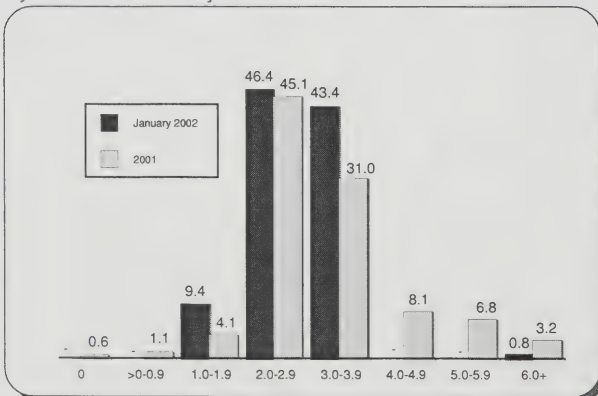
On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie provinces (2 agreements) at 4.8 per cent; the smallest in the Federal jurisdiction at 1.4 per cent (a single Air Canada settlement). In the remaining jurisdictions in descending order of magnitude were: the Atlantic provinces at 3.1 per cent (1 agreement); Ontario at 2.8 per cent (10 agreements); Quebec at 2.5 per cent (3 agreements) and British Columbia also at 2.5 per cent (1 agreement).

On an industry basis, the largest concentration of employees was in **education, health and social services**; 91,470 employees in 8 agreements received increases averaging **2.8 per cent**. Two settlements in this sector had a large impact on the monthly wage figure; 45,000 employees and the B.C. Public School Employers' Association settled for wage increases averaging 2.5 per cent, and 40,000 nurses and the Ontario Hospital Association received increases averaging 3.1 per cent. Four industry sectors were represented by single agreements; in **utilities**, wage increases averaged **3.6 per cent** (Bruce Power Inc.); in the **trade** sector, wage increases averaged **1.6 per cent** (New Dominion Stores); in **transportation**, wage increases averaged **1.4 per cent**; in **food, accommodation and entertainment**, wage increases averaged **2.1 per cent** (CNTU). In **manufacturing**, 4 agreements provided 7,320 employees with an average annual increase of **2.6 per cent**. In **public administration**, 2 agreements provided 4,780 employees with wage increases averaging **3.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	3,300
Quebec	3	6,150
Ontario	10	56,140
Prairie Provinces	2	2,430
British Columbia	1	45,000
Multiprovince	-	-
Federal	1	1,050

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2001			2002
				1	2	3	4	Nov	Dec	Jan	
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.2	3.5	2.9	3.4	3.0	3.2	2.6	2.7	
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.2	2.7	2.7	
COLA	3.5	2.3	2.9	2.8	2.2	4.4	2.4	4.2	2.2	2.1	
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	3.5	1.8	2.7	
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	3.5	2.6	2.7	
COLA	3.4	2.4	3.2	3.9	2.3	5.5	0.5	3.4	-1.6	1.8	
Industries											
Primary	2.2	1.6	2.5	2.0	2.9	2.4	2.3	2.8	1.6	-	
Utilities	1.8	3.5	2.4	2.8	2.0	2.4	2.3	-	2.0	3.6	
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.4	-	4.1	-	
Manufacturing	3.5	2.6	2.4	1.8	2.6	3.1	2.2	4.0	1.8	2.6	
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	-	1.3	1.6	
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	-	1.7	1.4	
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	-	2.8	-	
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-	
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.8	3.9	3.1	3.5	2.9	2.8	
Entertainment, Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	-	-	2.1	
Public Administration	2.2	2.3	3.1	3.1	3.0	3.0	3.1	3.1	2.9	3.3	
Jurisdictions											
Newfoundland & Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	-	5.1	-	
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	3.3	-	-	
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	3.5	-	4.1	-	
New Brunswick	2.4	2.8	3.5	4.0	2.0	3.3	3.6	-	3.5	3.1	
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.5	4.8	1.9	2.5	
Ontario	2.1	2.5	2.9	3.0	3.0	3.0	2.6	2.9	1.9	2.8	
Manitoba	2.5	2.6	2.3	1.8	2.4	2.4	3.0	3.4	-	3.5	
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	2.9	3.0	6.9	
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	4.4	2.9	-	
British Columbia	0.8	1.6	2.8	2.7	2.1	4.1	2.3	-	2.4	2.5	
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-	
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.8	2.6	1.4	
Public Sector	1.9	2.5	3.2	3.8	2.8	3.6	3.1	3.2	2.9	2.8	
Private Sector	2.7	2.4	2.9	2.4	2.9	3.2	2.3	3.7	2.1	2.0	
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	0.7	0.7	1.3	

Data for the month of January are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (1 agreement)	2,350	3.6	3.1	24	
Bruce Power LP and Bruce Power Inc., general tradesmen (non-constr.), prov.-wide, Ont.	2,350	3.6	3.1	24	31/12/2003
Manufacturing (4 agreements)	7,320	2.6	2.3	29.6	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,350	3.9	3.9	12	31/12/2002
Associated Clothing Manufacturers of the Province of Quebec, Inc., production, Montréal, Que.	3,200	1.5	0.8	48	30/11/2005
DuPont Canada Inc., plant and maintenance employees, Kingston, Ont.	1,150	2.9	3.0	24	27/01/2004
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	620	2.5	2.5	12	03/11/2002
Wholesale and Retail Trade (1 agreement)	6,500	1.6	1.6	36	
New Dominion Stores (Division of A&P), retail employees, province-wide, Ont.	6,500	1.6	1.6	36	10/07/2004
Transportation (1 agreement)	1,050	1.4	0.0	48	
Air Canada Regional Inc., flight attendants, System-Wide	1,050	1.4	0.0	48	31/05/2005
Education, Health and Social Services (8 agreements)	91,470	2.8	2.7	35.7	
B.C. Public School Employers' Association, elementary and secondary teachers, prov.-wide, B.C.	45,000	2.5	2.5	36	30/06/2004
Conseil scolaire de district catholique Centre-Sud, elementary teachers, Toronto, Ont.	540	2.3	3.0	36	31/08/2004
Ontario Hospital Association, nurses, prov.-wide, Ont.	40,000	3.1	3.0	36	31/03/2004
Ottawa-Carleton District School Board, plant and maintenance employees, Nepean, Ont.	700	2.0	2.0	36	31/08/2004
University of Saskatchewan, professors, Saskatoon, Sask.	950	6.9	6.9	12	30/06/2002
University of Toronto, Instructors/Tutors/Lecturers, Toronto, Ont.	2,860	2.1	2.2	44	30/04/2005
Upper Grand District School Board, secondary teachers, Guelph, Ont.	760	2.2	2.2	12	31/08/2002
York Catholic District School Board, office and clerical employees, Aurora, Ont.	660	2.5	2.0	24	31/08/2003
Entertainment, Hospitality and Other Organizations (1 agreement)	600	2.1	1.8	36	
CSN et ses organismes affiliés, administrative and support employees, Montréal, Que.	600	2.1 *	1.8	36	31/05/2004
Public Administration (2 agreements)	4,780	3.3	3.4	40.6	
City of Winnipeg, police officers, Winnipeg, Man.	1,480	3.5	3.5	24	23/12/2002
Government of New Brunswick, administrative and support employees, province-wide, N.B.	3,300	3.1	3.3	48	31/12/2004
Agreements with COLA (1 agreement)	600	2.1 *	1.8	36	
Agreements without COLA (17 agreements)	113,470	2.7	2.7	35.4	
All Agreements (18 agreements)	114,070	2.7	2.7	35.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month	
•Government of Canada	various unions	12,690	B/CO	Jan.01/Apr.02	
•Canada Customs and Revenue Agency	PSAC and PIPS	41,480	TENT/B	Oct.00/June01	
•Canadian Food Inspection Agency	PIPS	1,130	CO/TENT	Sep.00	
•Air Canada	CUPE	4,500	CO	Oct. 01	
•Canada Post	PSAC/Postmasters	10,000	B	Dec 01	
•CN Rail	various unions	5,230	PCB/TENT	June 01	
•VIA	BLE	500	MED	Dec. 00	
•Govt of Newfoundland and Labrador	Nurses	5,000	CO	June 01	
•Govt of Newfoundland and Labrador	Teachers	8,000	PCB	August 01	
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00	
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01	
•Government of New Brunswick	CUPE (education)	4,140	CO/B	Mar. 01/Feb.02	
•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various	
•Canadian Advertising Institute	ACTRA	3,800	B	Jan. 02	
•Bombardier (Que.)	IAM	7,400	B	Nov. 01	
•Electrolux (Que.)	IAM	750	B	Mar. 02	
•Government of Ontario	AMAPCEO/OPSEU	52,800	TENT/WS	Mar./Dec. 01	
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various	
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02	
•Toronto Transit Commission	ATU	7,890	B	Mar. 02	
•Regional Health Auth. of Manitoba	Nurses	10,050	B	Mar. 02	
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02	
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00	
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02	
•B.C. Hydro and Power Authority	various unions	4,050	B	Mar. 02	
•Government of N.W.T.	PSAC / Northern Workers	3,000	B	Mar. 02	
Status* :					
ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
 Client Services at 1-800-567-6866
 or in the Ottawa-Hull region (819) 997-3117
 or E-mail: wid-imt@hrdc-drhc.gc.ca

Wage Data for the Fourth Quarter 2001 For Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

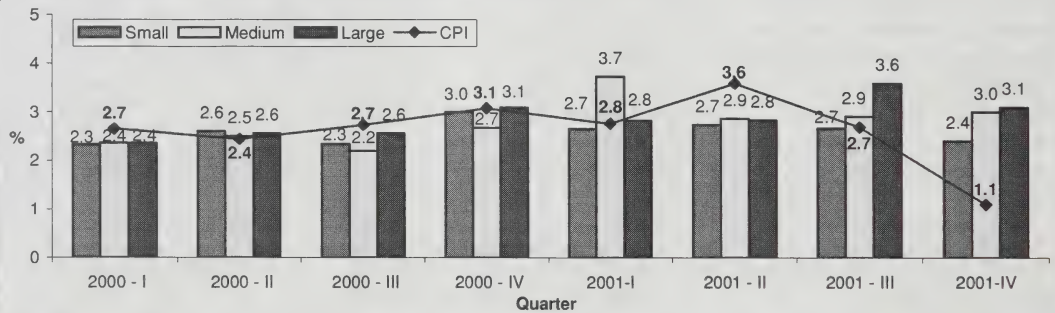
Among the 142 collective bargaining settlements reached in the **fourth quarter** of the year 2001, 44 settlements were in small bargaining units, 76 were in medium bargaining units, and 22 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 2.9 per cent.

Small bargaining units reported an average increase of 2.4 per cent; lower than the three previous quarters at 2.7 per cent in the year 2001. Half of the employees (50.9 per cent) and 45.5 per cent of agreements were in the 2.0 to 2.9 per cent range. Another 26.8 per cent of employees and 27.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector settlements provided an increase of 2.5 per cent compared to the private sector figure of 2.3 per cent.

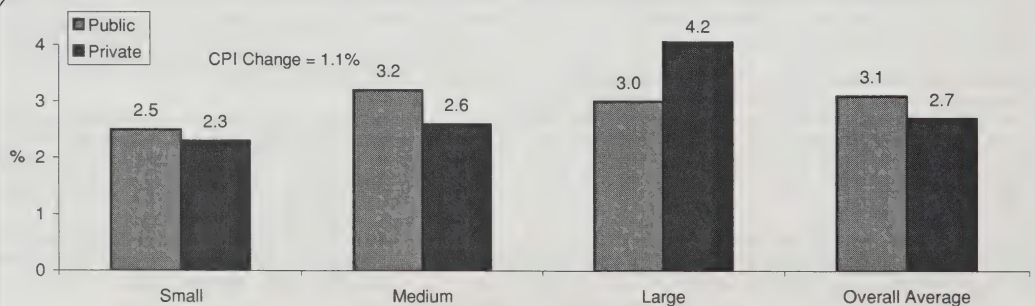
Medium size bargaining units reported an average wage increase of 3.0 per cent; slightly higher than the third and second quarter, but lower than the first quarter of the year 2001. This increase is much higher than the 2.4 per cent reported for small bargaining units. There were 39.5 per cent of employees and 40.8 per cent of agreements in the 2.0 to 2.9 per cent range. More than a quarter of employees and agreements (26.2 and 26.3 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.2 per cent, which is higher than the private sector increase of 2.6 per cent.

Large size bargaining units reported an average wage increase of 3.1 per cent, higher than the first and second quarters (both at 2.8 per cent), but lower than the third quarter (3.6 per cent) of the year 2001. A large proportion of employees (78.2 per cent) and half of the agreements were in the 2.0 to 2.9 per range, while 10.6 per cent of employees and 27.3 per cent of agreements were in the 4.0 per cent and greater range. Contrary to the small and medium size bargaining units, the public sector average increase at 3.0 per cent was lower than the private sector increase at 4.2 per cent.

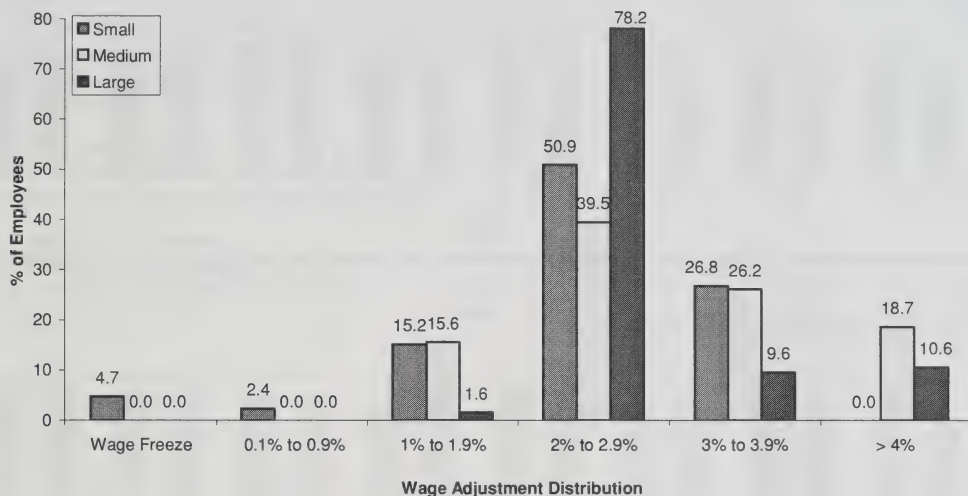
Quarterly Average Wage Adjustments by Size of Bargaining Units



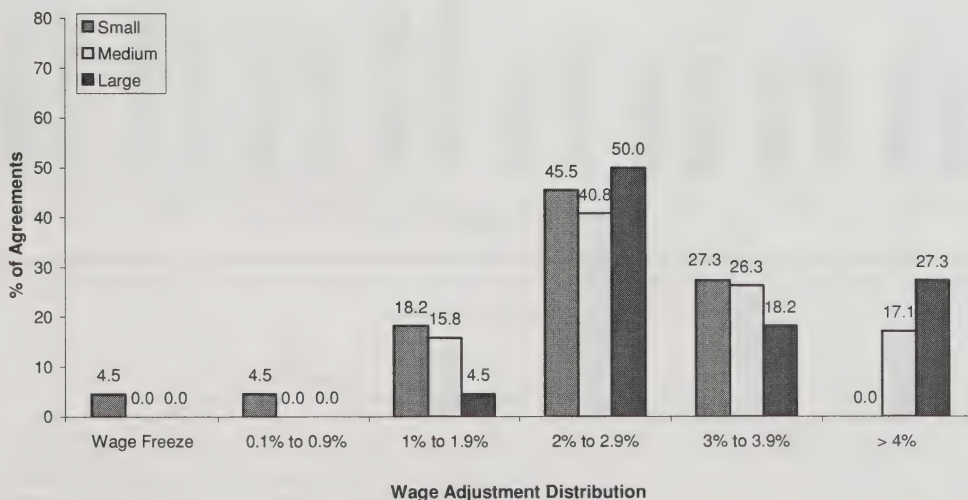
Fourth Quarter Average Wage Adjustments by percentage of employees and by Public and Private Sectors



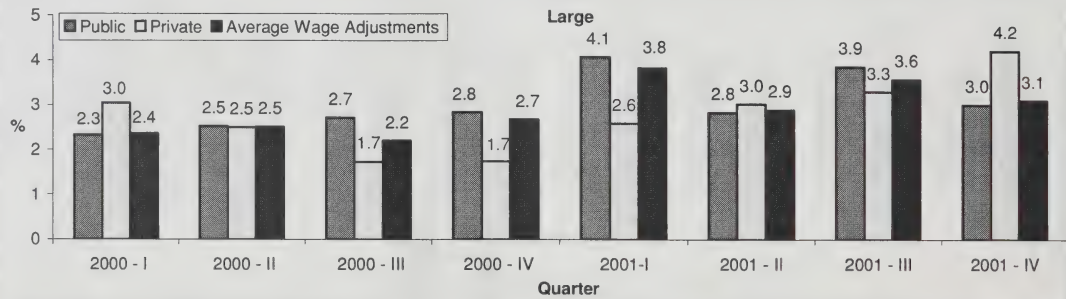
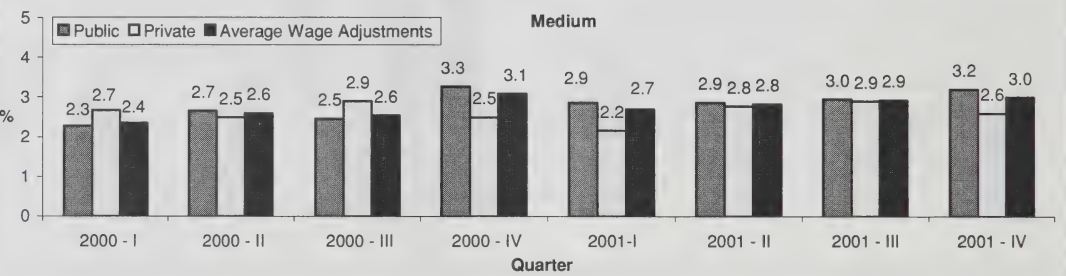
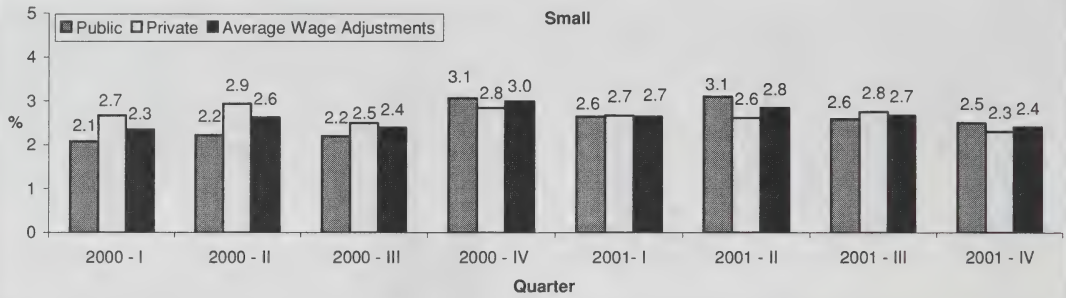
Wage adjustment distribution for the fourth quarter of the year 2001
by Size of Bargaining Units and by Percentage of Employees



Wage adjustment distribution for the fourth quarter of the year 2001
by Size of Bargaining Units and by Percentage of Agreements



Quarterly Wage Adjustments by Public and Private Sectors



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JANUARY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Primary Industries (1 agreement)					
Potash Corporation of Saskatchewan Inc. (Allan Div.), mine employees, Allan, Sask.	210	3.3	3.5	24	30/04/2002
Utilities (1 agreement)					
Alcan Smelters and Chemicals Ltd., Québec Electric Energy, general tradesmen (non-construction), Shipshaw, Que.	450	3.9	3.9	12	31/12/2002
Manufacturing (3 agreements)					
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	450	3.9	3.9	12	31/12/2002
Smurfit, production, Edmonton, Alta.	100	2.6	3.0	36	31/08/2004
Smurfit-MBI, production, Calgary, Alta.	140	2.6	3.0	36	31/08/2004
Transportation (3 agreements)					
Alcan Smelters and Chemicals Ltd., longshoremen, Port-Alfred, Que.	210	3.9	3.9	12	31/12/2002
GlobeGround North America, Inc., aircraft maintenance, Calgary, Alta.	170	0.0	0.0	31	31/07/2003
Imperial Parking Limited, parking attendants, Toronto, Ont.	110	1.8	1.1	36	31/12/2004
Information and Culture (1 agreement)					
Canadian Broadcasting Corporation, broadcast and TV employees, province-wide	380	1.7	0.0	60	12/12/2003
Education, Health and Social Services (5 agreements)					
CSD des écoles catholiques de Sud-Ouest, elementary and secondary teachers, Essex, Ont.	450	2.0	2.5	36	31/08/2004
Conseil scolaire de district catholique Centre-Sud, secondary teachers, Toronto, Ont.	140	2.3	3.0	36	31/08/2004
Conseil scolaire de district catholique Franco-Nord, elementary teachers, North Bay, Ont.	180	2.0	2.0	36	31/08/2004
Conseil scolaire de district catholique Franco-Nord, secondary teachers, North Bay, Ont.	100	2.0	2.0	36	31/08/2004
Conseil scolaire de district du Grand Nord de l'Ontario, secondary teachers, Sudbury, Ont.	210	2.3	3.0	36	31/08/2004
Entertainment and Hospitality (1 agreement)					
Embassy Suites Hotel, hotel or restaurant employees, Markham, Ont.	300	2.7	2.9	36	30/11/2004

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

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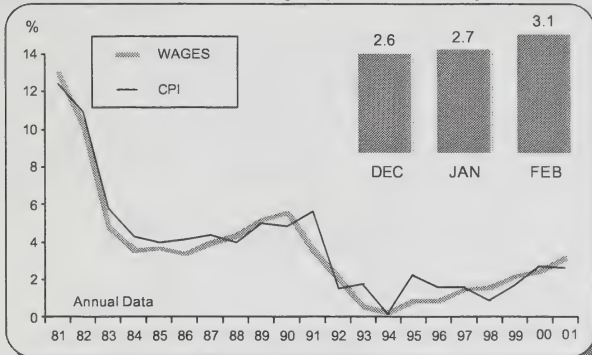


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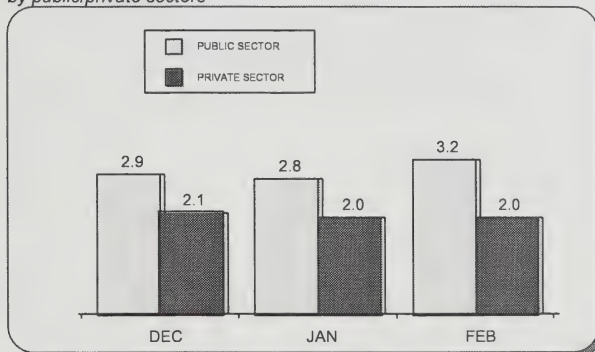
THE WAGE SETTLEMENTS BULLETIN

April 2002
Volume 13, Issue 4

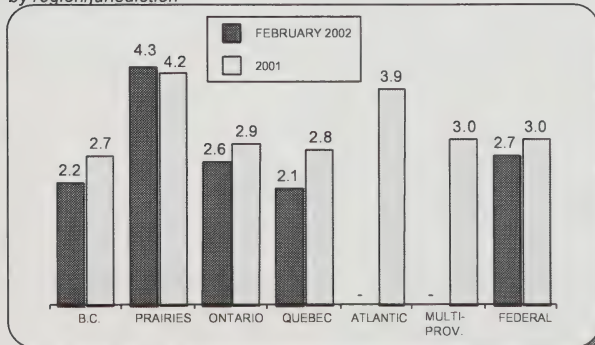
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2002

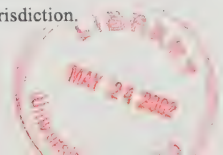
Major collective bargaining settlements reached in **February 2002** provided base-rate wage increases averaging **3.1 per cent** annually over the contract-term. This is up slightly from the 2.7 per cent figure in the previous month, but is the same average recorded for the year 2001 as a whole.

The February 2002 results are based on a review of 19 settlements reached in the period, with a coverage of 19,480 employees.

When the parties to the February 2002 settlements previously negotiated (with contract durations averaging 32.4 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.1 per cent in their current round of settlements and a current average contract duration of 32.6 months.

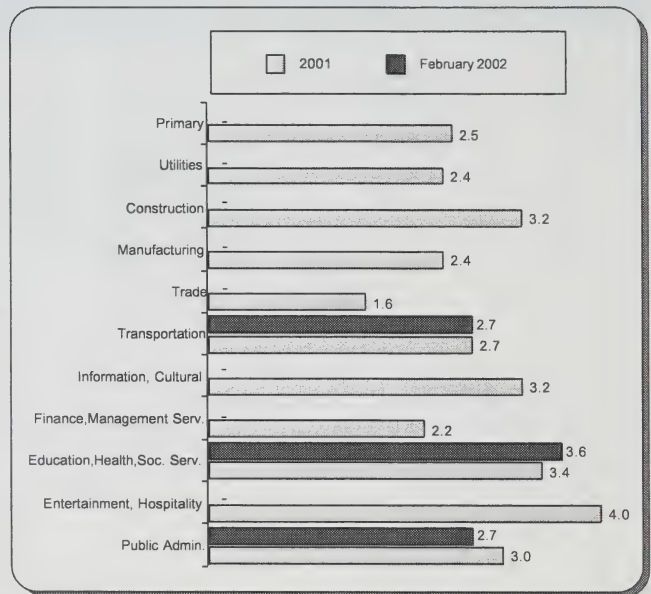
Wage adjustments in February were largely comprised of public sector settlements (18 of 19 settlements covering 87.2% of all workers in February's major settlements). **Public-sector** wage adjustments for 16,980 employees in 18 settlements averaged **3.2 per cent**, up from the 2.8 per cent figure reached in the previous month, and the same as the average of 3.2 per cent for the year 2001. **Private-sector** wage increases for 2,500 CN Rail employees in a single agreement averaged **2.0 per cent**, the same average as in the previous month, but below last year's annual average of 2.9 per cent.

On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie Provinces (8 agreements) at 4.3 per cent; the smallest in Quebec at 2.1 per cent (2 agreements). In the Federal jurisdiction 6,930 employees in 4 agreements received increases averaging 2.7 per cent. In the remaining jurisdictions in descending order of magnitude were: Ontario at 2.6 per cent (3 agreements); British Columbia at 2.2 per cent (2 agreements). There were no agreements in the Atlantic Provinces or in the Multiprovince jurisdiction.

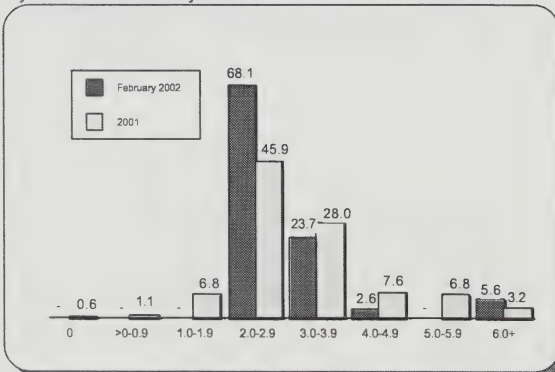


Base rate percentage adjustments from major settlements,
by industry

On an industry basis, the largest concentration of employees was in **education, health and social services**; 8,880 employees in 11 agreements received increases averaging **3.6 per cent**. In **transportation**, 4 agreements provided 6,930 employees with an average annual increase of **2.7 per cent**. In **public administration**, 4 agreements also provided 3,670 employees with wage increases averaging **2.7 per cent**.



Percentage distribution of employees from major settlements,
by size of base rate adjustments



The distribution of settlements and employees
by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	2	2,090
Ontario	3	2,540
Prairie Provinces	8	6,220
British Columbia	2	1,700
Multiprovince	-	-
Federal	4	6,930

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1999	2000	2001	2001				Year to Date	2001			2002	
				1	2	3	4		Dec	Jan	Feb		
All Industries/Jurisdictions													
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.8	2.6	2.7	3.1		
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	2.8	2.7	2.7	3.2		
COLA	3.5	2.3	2.8	2.8	2.1	4.3	2.4	2.8	2.2	2.1	2.9		
First Year Increase	1.9	2.3	3.4	4.3	2.9	3.7	3.0	2.7	1.8	2.7	3.1		
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.7	2.6	2.7	3.2		
COLA	3.4	2.4	3.2	3.9	2.3	5.4	0.5	2.7	-1.6	1.6	2.8		
Industries													
Primary	2.2	1.5	2.5	2.0	2.9	2.4	2.3	-	1.6	-	-		
Utilities	1.8	3.5	2.4	2.8	2.0	2.4	2.3	3.6	2.0	3.6	-		
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.4	-	4.1	-	-		
Manufacturing	3.5	2.6	2.4	1.8	2.7	3.0	2.2	2.6	1.8	2.6	-		
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	1.6	1.3	1.6	-		
Transportation	2.8	2.4	2.7	2.7	2.9	3.0	2.0	2.5	1.7	1.4	2.7		
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	-	2.8	-	-		
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-	-		
Education, Health, Social Services	1.8	2.6	3.4	4.3	2.7	3.8	3.1	2.8	2.9	2.8	3.6		
Entertainment, Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	-	2.1	-		
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	3.2	2.9	3.5	2.7		
Jurisdictions													
Newfoundland	1.6	3.6	5.0	-	5.0	5.0	5.1	-	5.1	-	-		
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-		
Nova Scotia	2.1	2.2	3.6	2.0	2.4	4.5	3.5	-	4.1	-	-		
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	3.5	3.1	-		
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.5	2.4	1.9	2.5	2.1		
Ontario	2.1	2.5	2.9	3.0	3.0	2.9	2.6	2.8	1.9	2.8	2.6		
Manitoba	2.5	2.6	2.3	1.8	2.4	2.4	3.0	2.9	-	3.5	2.8		
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	6.9	3.0	6.9	-		
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	7.8	2.9	-	7.8		
British Columbia	0.8	1.6	2.7	2.6	2.0	4.0	2.3	2.5	2.4	2.5	2.2		
Multi-Province	2.2	2.7	3.0	3.2	3.0	3.1	-	-	-	-	-		
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.7	2.6	3.0	2.7		
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	2.9	2.9	2.8	3.2		
Private Sector	2.7	2.4	2.9	2.4	2.9	3.2	2.3	2.0	2.1	2.0	2.0		
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.4	0.7	1.3	1.5		

Data for the month of February are preliminary.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Transportation (4 agreements)	6,930	2.7	2.7	36.9	
Canada Post Corporation, technical employees, Canada-Wide	3,000	2.9 *	2.8	36	31/10/2004
Canadian National Railway Co., conductors; etc., System-Wide	2,500	2.0	2.0	36	31/12/2003
Government of Canada, ship's officers, Canada-Wide	930	2.8	3.2	36	31/03/2003
Marine Atlantic Inc., unlicensed personnel, System-Wide	500	4.1 *	4.0	48	31/12/2004
Education, Health and Social Services (11 agreements)	8,880	3.6	3.6	27.5	
B.C. Institute of Technology, instructors/tutors/lecturers, Burnaby, B.C.	600	2.0	2.0	36	30/06/2004
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	530	11.5	11.5	12	31/08/2002
London District Catholic School Board, support employees, London, Ont.	640	2.5	2.5	24	31/08/2003
Ottawa-Carleton District School Board, administrative and support employees, Ottawa, Ont.	800	2.0	2.0	36	31/08/2004
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer, Alta.	570	11.5	11.5	12	31/08/2002
River East School Division No. 9, elementary and secondary teachers, East Kildonan, Man.	860	3.0	3.0	24	30/06/2002
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks, Man.	640	3.0	3.0	24	30/06/2002
St. Vital School Division No. 6, elementary and secondary teachers, St. Vital, Man.	650	3.0	3.0	24	30/06/2002
Transcona-Springfield School Division No. 12, elementary and secondary teachers, Transcona, Man.	540	3.0	3.0	24	30/06/2002
University of Manitoba, support employees, Winnipeg, Man.	1,600	2.3	2.0	36	30/09/2004
University of Quebec, support employees, Montréal, Que.	1,450	2.0	2.5	30	30/11/2002
Public Administration (4 agreements)	3,670	2.7	2.7	36.6	
City of Edmonton, firefighters, Edmonton, Alta.	830	3.0	3.0	48	27/12/2003
City of Windsor, inside and outside employees, Windsor, Ont.	1,100	3.0 *	3.0	36	31/12/2004
District of Saanich, inside employees, Saanich, B.C.	1,100	2.3 *	2.2	36	31/12/2004
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.5	2.5	24	31/12/2002
Agreements with COLA (4 agreements)	5,700	2.9 *	2.8	37.1	
Agreements without COLA (15 agreements)	13,780	3.2	3.2	30.7	
All Agreements (19 agreements)	19,480	3.1	3.1	32.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO	Jan.01/May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June01
•Canadian Food Inspection Agency	PIPS	520	CO	Sep.00
•Air Canada	CUPE	4,500	CO	Oct. 01
•Canada Post	PSAC/Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	CO	June 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	4,140	TENT/B	Mar. 01/Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various
•Canadian Advertising Institute	ACTRA	3,800	TENT	Jan. 02
•Government of Quebec	various unions	227,650	B/TENT	June 02
•Bombardier (Que.)	IAM	7,400	TENT	Nov. 01
•Electrolux (Que.)	IAM	750	B	Mar. 02
•Government of Ontario	OPSEU	46,800	WS	Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Toronto Transit Commission	ATU	7,890	TENT	Mar. 02
•Regional Health Auth. of Manitoba	Nurses/MGEU/SCFP	24,150	TENT/B	Mar./Apr. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	OPEIU	2,650	B	Mar. 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	B	Mar. 02

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are

the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

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Wage Data for the Fourth Quarter 2001 For Small, Medium and Large Size Bargaining Units (by Region and Industry)

Among the 142 collective bargaining settlements reached in the **fourth quarter** of the year 2001¹, 44 settlements were in small bargaining units, 76 were in medium bargaining units, and 22 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 2.9 per cent.

By Region

In the **Atlantic** provinces, the medium and large bargaining units reported base-rate wage adjustments in the 3.0 to 3.9 per cent range for 77.8 and 100.0 per cent of employees respectively. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, the majority of employees from the small bargaining units (64.4 per cent) were in the 2.0 to 2.9 per cent wage adjustment range, with an average adjustment of 2.1 per cent. In the medium bargaining units, wage adjustments are distributed between the 2.0 to 2.9 per cent range with 43.3 per cent of employees and the 4.0 per cent and plus range with 46.4 per cent of employees, and an average adjustment of 4.3 per cent. In the large bargaining units, a single agreement covering 2,630 employees provided an average wage adjustment of 2.1 per cent.

In the province of **Ontario**, 52.0 per cent of employees in small bargaining units were in the 3.0 to 3.9 per cent wage adjustment range, with an average of 2.5 per cent. A majority of employees were in the 2.0 to 2.9 per cent range: 53.3 per cent of employees in the medium sized bargaining units with an average of 2.6 per cent and

74.4 per cent of employees in the large bargaining units with an average of 2.8 per cent.

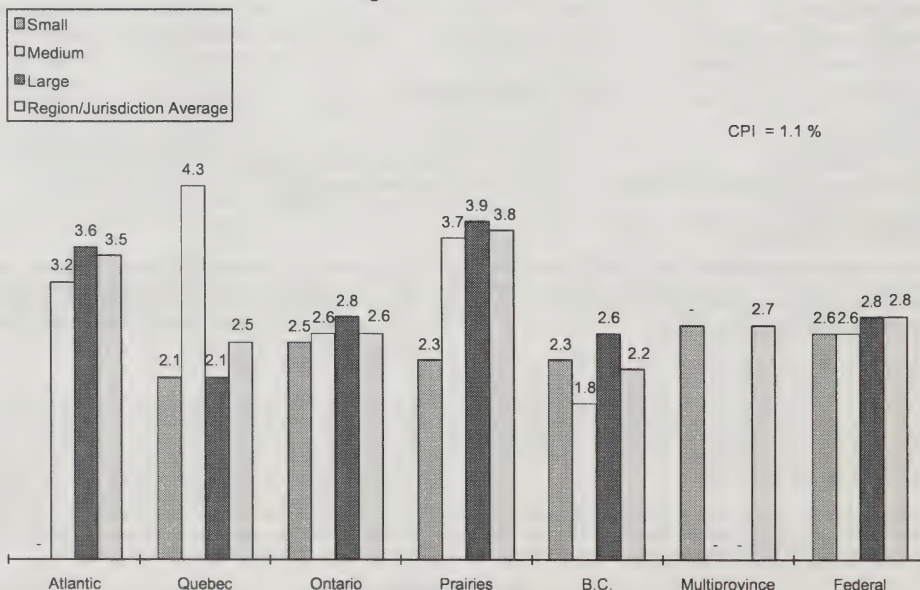
In the **Prairie** provinces, the majority of employees from the small bargaining units were in the lower half of wage adjustment range with 42.9 per cent of employees in the 1.0 to 1.9 and 45.2 per cent of employees in the 2.0 to 2.9 per cent range. The average increase for these employees was 2.3 per cent. The 4.0 per cent and greater wage adjustment range represented 52.8 and 46.1 per cent of employees in the medium and large bargaining units respectively. The overall average increase in medium sized bargaining units was 3.7 per cent and in the large bargaining units, it was 3.9 per cent.

In the province of **British Columbia**, the majority of employees (62.3 per cent) in the small bargaining units were in the 2.0 to 2.9 per cent wage adjustment range, with an average increase of 2.3 per cent. Medium size bargaining units reported 56.7 and 43.3 per cent of employees in the 1.0 to 1.9 and 2.0 to 2.9 per cent adjustment range respectively, with an overall average of 1.8 per cent. In the large bargaining units, a single agreement covering 6,500 employees provided an average increase of 2.6 per cent.

In the **Federal** jurisdiction, the majority of the small and medium sized bargaining units (51.3 and 52.7 per cent of employees) were in the 2.0 to 2.9 per cent wage adjustment range. In the large bargaining units, all agreements were in 2.0 to 2.9 per cent range, averaging a 2.8 per cent increase.

¹ As of extraction date of January 2002.

Average Percentage Adjustment by Size of Bargaining Units and by Region/Jurisdiction



By Industry

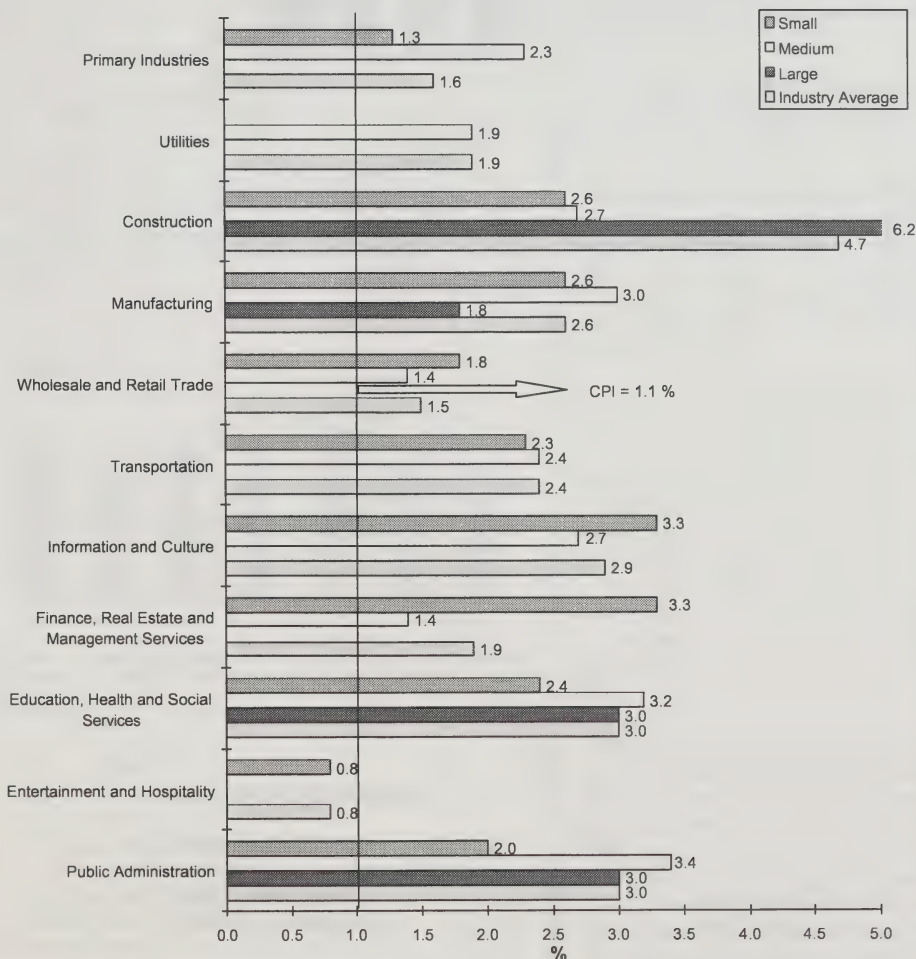
Small bargaining units in the **Entertainment and Hospitality** sector experienced wage reductions. Average wage adjustments were the smallest in **Primary industries** at 1.3 per cent and the highest in the **Information and Culture** as well as the **Finance, Real Estate and Management Services** at 3.3 per cent.

In the **Medium** size bargaining units, the lowest average increase was reported in the **Wholesale and Retail Trade** and **Finance, Real Estate and Management Services** sectors with an average

adjustment of 1.4 per cent. The **Public Administration** and **Education, Health and Social Services** sectors reported average wage adjustments of 3.4 and 3.2 per cent respectively.

Large size bargaining units recorded the largest average increase in the **Construction** sector at 6.2 per cent. The lowest increase was reported in the **Manufacturing** sector at 1.8 per cent.

Average Percentage Adjustment by Size of Bargaining Units and by Industry

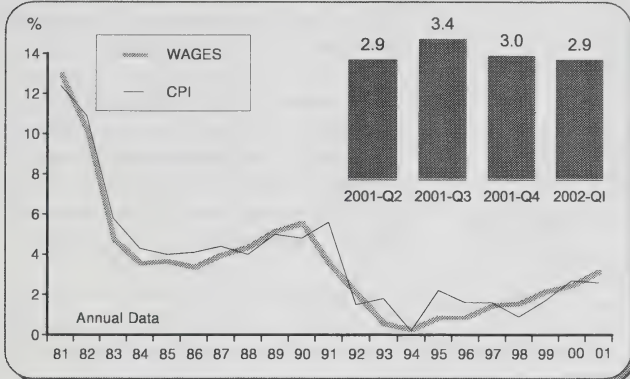


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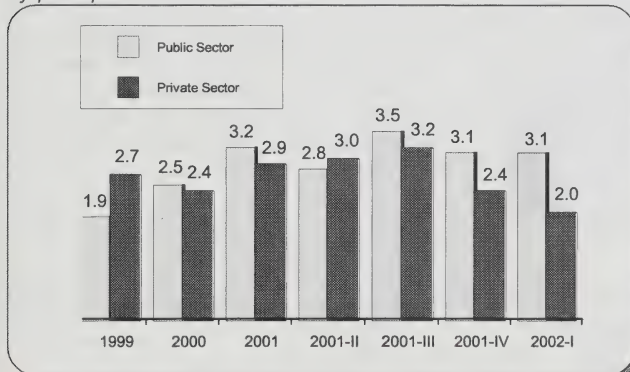
THE WAGE SETTLEMENTS BULLETIN

May 2002
Volume 13, Issue 5

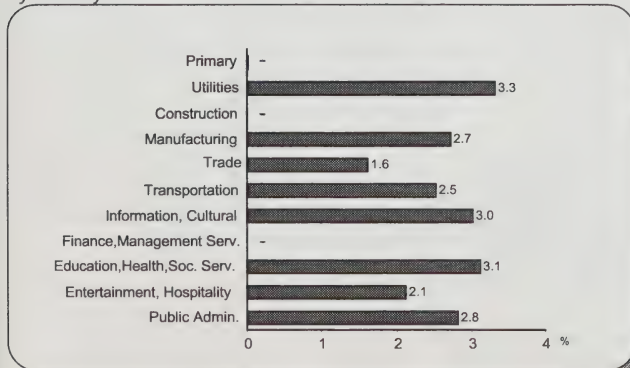
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by industry



Wage Data for the First Quarter 2002

Major collective bargaining settlements reached in **the first quarter 2002** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term. This is down a fraction from the 3.0 per cent figure in the previous quarter, and lower than the 3.1 per cent average recorded for the year 2001 as a whole.

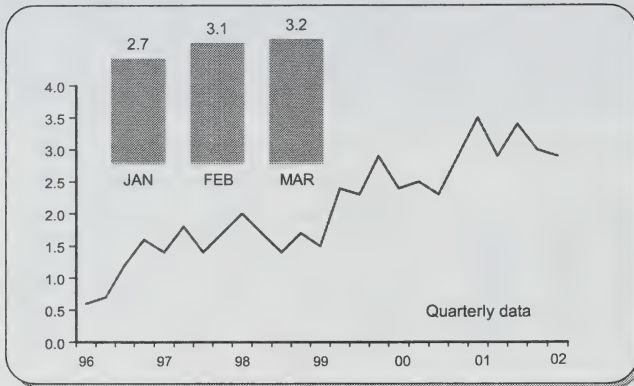
The first quarter 2002 results are based on a review of 55 settlements reached in the period, with a coverage of 201,520 employees.

When the parties to the first quarter settlements previously negotiated (with contract duration averaging 33 months), the resulting wage adjustments averaged 1.7 per cent, compared to the 2.9 per cent in their current round of settlements and a current average contract duration of 35 months.

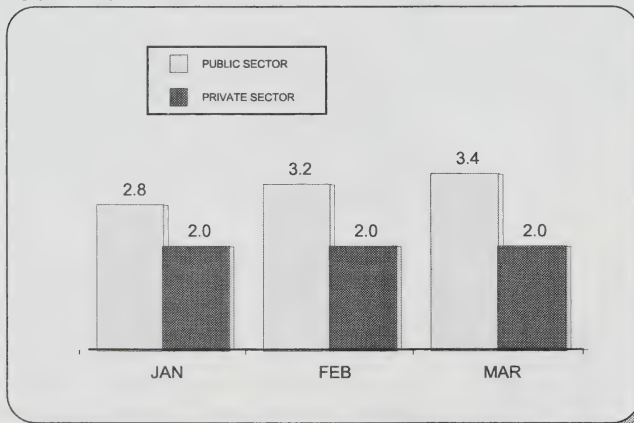
Wage adjustments in the first quarter 2002 were largely comprised of public sector settlements (74.5% of agreements covering 85.7% of employees). **Public-sector** wage adjustments for 172,740 employees in 41 settlements averaged **3.1 per cent**, the same average as in the previous quarter, but down from 3.2 per cent for the year 2001. **Private-sector** wage increases for 28,780 employees in 14 agreements averaged **2.0 per cent**, down from 2.4 per cent in the previous quarter, and from the average of 2.9 per cent for 2001.

The largest concentration of employees was in the **education, health and services** sector. In this industry sector, 115,260 employees in 26 agreements averaged increases of **3.1 per cent**, representing 57.2% of all workers in first quarter settlements. The second largest concentration of employees was in **public administration**, with 46,990 employees in 9 agreements and average increases of **2.8 per cent**. The largest average wage increase was reported in the **utilities** sector at **3.3 per cent**. The remaining first-quarter 2002 wage increases by industry are shown in the adjoining chart.

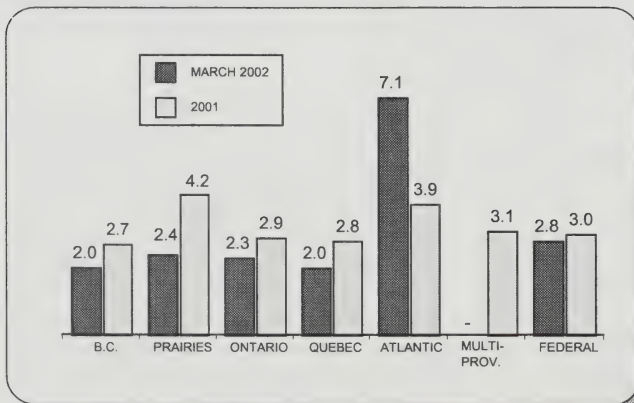
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for March 2002

Base rate wage adjustments from major collective bargaining settlements reached in **March 2002** averaged **3.2 per cent** annually over the contract term, up a fraction from the 3.1 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for March 2002 are based on a review of 16 settlements covering 66,450 employees.

When the parties to these settlements previously negotiated, contract duration averaged 29 months and the resulting wage adjustments averaged 2.0 per cent, compared to the 3.2 per cent in their current round of settlements and average contract duration of 36 months.

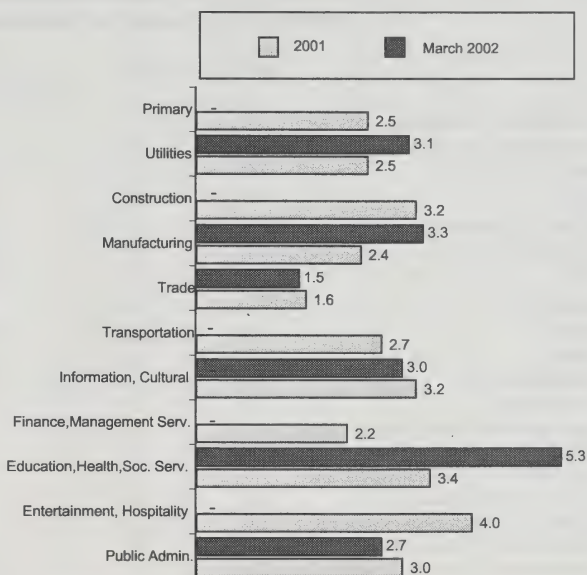
Wage adjustments in March settlements ranged from 1.3 per cent for 1,130 plant employees with Motor Coach Industries Ltd. in Manitoba, to a high of 7.5 per cent for 8,000 teachers employed with the Government of Newfoundland and Labrador.

Wage gains in March were much higher in the **public sector** (3.4 per cent) than in the **private sector** (2.0 per cent). The overall public sector data in March cover 55,640 employees in 10 agreements. There were 10,810 employees in 6 private sector agreements. In the public sector, 31,990 employees with the Canada Customs and Revenue Agency received increases averaging 2.8 per cent. In the private sector, 5,200 retail employees with the Brewers Retail in Ontario received increases averaging 1.4 per cent over 3 years (wage freeze in the first year of the contract).

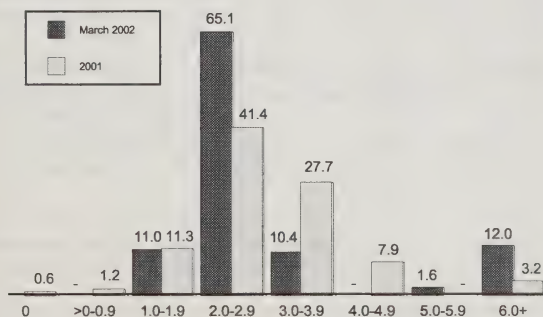
On a regional/jurisdictional basis, wage adjustments in March were largest in the Atlantic Provinces at 7.1 per cent (Newfoundland and Labrador at 7.5 per cent with the teachers' settlement); in the Federal jurisdiction wage increases averaged 2.8 per cent, just below the national average. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart on the left.

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest concentration of employees was in **public administration**; 37,990 employees (57% of all employees) in 2 agreements received increases averaging **2.7 per cent**. In **trade and finance**, 3 agreements provided 7,650 employees with an average annual increase of **1.5 per cent**. All remaining industry-sectors averaged increases of 3.0 per cent and above. A single agreement in the **information and culture** industry provided 1,000 employees with a wage gain averaging **3.0 per cent**. In the **utilities** sector, 2 agreements provided 3,710 employees with wage increases averaging **3.1 per cent**. In **manufacturing**, 2 agreements provided 2,160 employees with increases averaging **3.3 per cent**. In **education, health and social services**, 13,940 employees received increases averaging **5.3 per cent**, the largest overall figure recorded in March's settlements by industry.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	8,760
Quebec	2	2,080
Ontario	5	16,830
Prairie Provinces	4	4,890
British Columbia	1	900
Multiprovince	-	-
Federal	2	32,990

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2002	2002		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.7	3.1	3.2
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	2.7	3.2	3.4
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.4	2.2	2.1	2.9	1.4
First Year Adjustment	1.9	2.3	3.4	4.3	3.0	3.7	3.0	2.9	2.7	3.1	3.1
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.7	3.2	3.4
COLA	3.4	2.4	3.2	3.9	2.3	5.3	0.5	1.5	2.2	2.8	0.0
Industries											
Primary	2.2	1.6	2.5	2.0	2.9	2.4	2.3	-	-	-	-
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	3.6	-	3.1
Construction	2.0	3.6	3.2	2.5	3.2	3.3	3.5	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.7	2.7	2.1	2.7	2.6	-	3.3
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.4	1.3	1.6	1.6	-	1.5
Transportation	2.8	2.4	2.7	2.7	2.8	3.0	2.0	2.5	1.4	2.7	-
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	-	-	3.0
Finance, Management Services	2.8	1.8	2.2	2.9	2.0	3.1	1.4	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.3	2.7	3.8	3.1	3.1	2.8	3.6	5.3
Entertainment, Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.1	-	-
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	3.5	2.7	2.7
Jurisdictions											
Newfoundland and Labrador	1.6	3.6	5.0	-	5.0	5.0	5.1	7.5	-	-	7.5
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.3	-	2.8
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	3.1	-	-
Quebec	1.6	2.4	2.8	4.4	2.3	2.7	3.4	2.3	2.5	2.1	2.0
Ontario	2.2	2.5	2.9	3.0	3.0	2.9	2.6	2.7	2.8	2.6	2.3
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	3.5	2.8	1.3
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	6.9	-	2.6
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	-	7.8	3.6
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.5	2.2	2.0
Multi-Province	2.2	2.7	3.1	3.2	3.0	3.1	4.0	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.2	3.6	2.8	2.8	3.0	2.7	2.8
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.8	3.2	3.4
Private Sector	2.7	2.4	2.9	2.4	3.0	3.2	2.4	2.0	2.0	2.0	2.0
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	3.0	2.9	1.8

Data for the month of March are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (2 agreements)	3,710	3.1	3.2	15.9	
ATCO Electric, linemen, province-wide, Alta.	610	3.6	4.0	36	31/12/2004
Hydro One, office and clerical employees, province-wide, Ont.	3,100	3.0	3.0	12	31/03/2003
Manufacturing (2 agreements)	2,160	3.3	4.2	60.1	
Better Beef Limited, plant and maintenance employees, Guelph, Ont.	1,030	5.5	5.4	36	31/12/2004
Motor Coach Industries Limited, plant and maintenance employees, Winnipeg, Man.	1,130	1.3	3.1	82	01/02/2009
Wholesale and Retail Trade (3 agreements)	7,650	1.5	0.8	41.7	
Brewers Retail Inc., warehouse employees, province-wide, Ont.	5,200	1.4 *	0.0	36	31/12/2004
Extra Foods (Division of Westfair Foods), retail employees, Saskatoon, Sask.	950	1.6	3.5	82	24/03/2008
Pharma Plus Drugmarts Ltd., retail employees, province-wide, Ont.	1,500	2.0	2.0	36	04/01/2005
Information and Culture (1 agreement)	1,000	3.0	3.0	36	
MTS Communications Inc., craft and service employees, province-wide, Man.	1,000	3.0	3.0	36	31/01/2005
Education, Health and Social Services (6 agreements)	13,940	5.3	3.9	32.4	
Board of Governors of Dalhousie College and University, professors, Halifax, N.S.	760	2.8	2.8	36	30/06/2004
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	640	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide, Que.	1,440	2.0	2.0	12	30/06/2003
Government of Newfoundland and Labrador, elementary and secondary teachers, province-wide, Nfld.	8,000	7.5	5.0	36	31/08/2004
Simon Fraser University, teaching assistants, Burnaby, B.C.	900	2.0	2.2	36	30/04/2004
University of Regina and University of Saskatchewan, office and clerical employees, Regina, Sask.	2,200	3.0	3.0	36	31/12/2003
Public Administration (2 agreements)	37,990	2.7	3.2	36	
Canada Customs and Revenue Agency, administrative and support employees, Canada-Wide	31,990	2.8	3.2	36	31/10/2003
Government of Ontario, advisors and systems professionals, province-wide, Ont.	6,000	2.3	2.9	36	31/03/2004
Agreements with COLA (1 agreement)	5,200	1.4 *	0.0	36	
Agreements without COLA (15 agreements)	61,250	3.4	3.4	35.5	
All Agreements (16 agreements)	66,450	3.2	3.1	35.6	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
•Canadian Food Inspection Agency	PIPS	520	CO	Sept. 00
•Air Canada	CUPE	4,500	CO	Oct. 01
•Bell Canada	CTEA	12,000	B	May 02
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Govt of Newfoundland and Labrador	Nurses	5,000	TENT	June 01
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP & ACTWU	4,500	B	various
•Government of Quebec	various unions	56,880	B/TENT	June 02
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	B	Mar. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Navistar Int'l (Ont.)	CAW	2,100	B	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Sask. Assn. of Health Organizations	Nurses	8,400	TENT	Mar. 02
•TELUS (B.C. & Alta.)	TWU	16,710	B	Dec. 00
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•B.C. Hydro and Power Authority	OPEIU	2,650	TENT	Mar. 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	TENT	Mar. 02

Status* :

ARB arbitration
B bargaining

B/WS bargaining after work stoppage
CO conciliation

MED mediation
MWS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining

PMB post-mediation bargaining
TENT tentative agreement
WS work stoppage

Wage Data for the First Quarter 2002 For Small, Medium and Large Size Bargaining Units

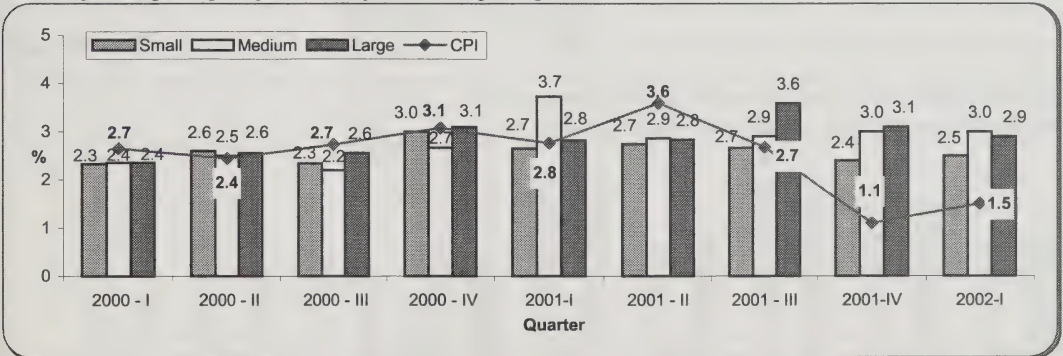
Among the 142 collective bargaining settlements reached in the **first quarter** of the year **2002**, 32 settlements were in small bargaining units (between 100 and 499 employees), 39 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent, down by 0.1 percentage point as compared to the fourth quarter of the year 2001. The overall **Public sector** wage adjustment at **3.0 per cent** was higher than the figure of **2.3 per cent** reported for the **Private sector**.

Small bargaining units reported an average increase of 2.5 per cent, slightly higher than the 2.4 per cent reported for the fourth quarter of the year 2001 but lower than the 2.7 per cent average during the two previous quarters. More than half of employees (56.5 per cent) and 46.9 per cent of agreements were in the 2.0 to 2.9 per cent wage adjustment range. Another 20.2 per cent of employees and 21.9 per cent of agreements were in the 3.0 to 3.9 per cent range. Only small size bargaining units reported wage freeze covering 7.7 per cent of employees and 6.3 per cent of agreements. Public and Private sector settlements provided an average increase of 2.5 per cent.

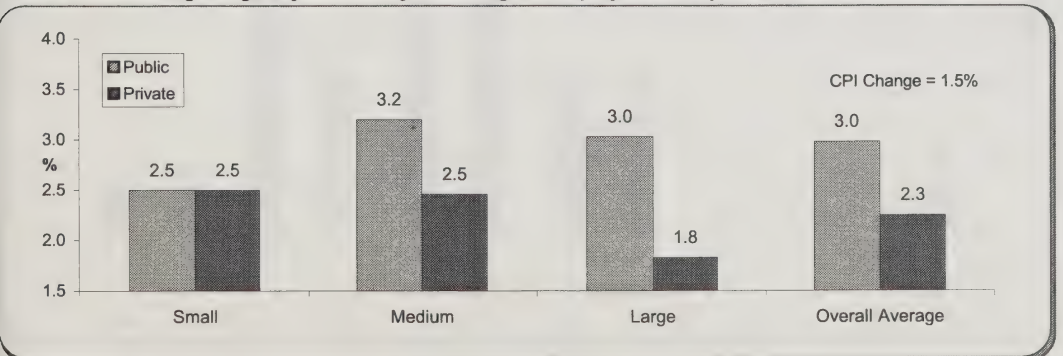
Medium size bargaining units reported an average wage increase of 3.0 per cent, the same as the fourth quarter 2001 figure and slightly higher than the third and second quarters at 2.9 per cent. This increase is much higher than the 2.5 per cent reported for small bargaining units. Close to half of the employees and agreements (51.7 and 51.3 per cent respectively) were in the 2.0 to 2.9 per cent range. Almost a quarter of employees and agreements (22.7 and 23.1 per cent respectively) received wage adjustments in the 3.0 to 3.9 per cent range. Public sector settlements resulted in an average increase of 3.2 per cent, which is higher than the private sector increase of 2.5 per cent.

Large size bargaining units reported an average wage increase of 2.9 per cent, lower than the two previous consecutive quarters of the year 2001 where increases ranged between 3.1 to 3.6 per cent. Similar to the trend of small and medium size bargaining units, more than half of the employees (55.8 per cent) and 43.8 per cent of the agreements were in the 2.0 to 2.9 per cent wage adjustment range while 30.5 per cent of employees and 31.3 per cent of agreements were in the 3.0 to 3.9 per cent range. Public sector average increase at 3.0 per cent was much higher than the private sector figure of 1.8 per cent.

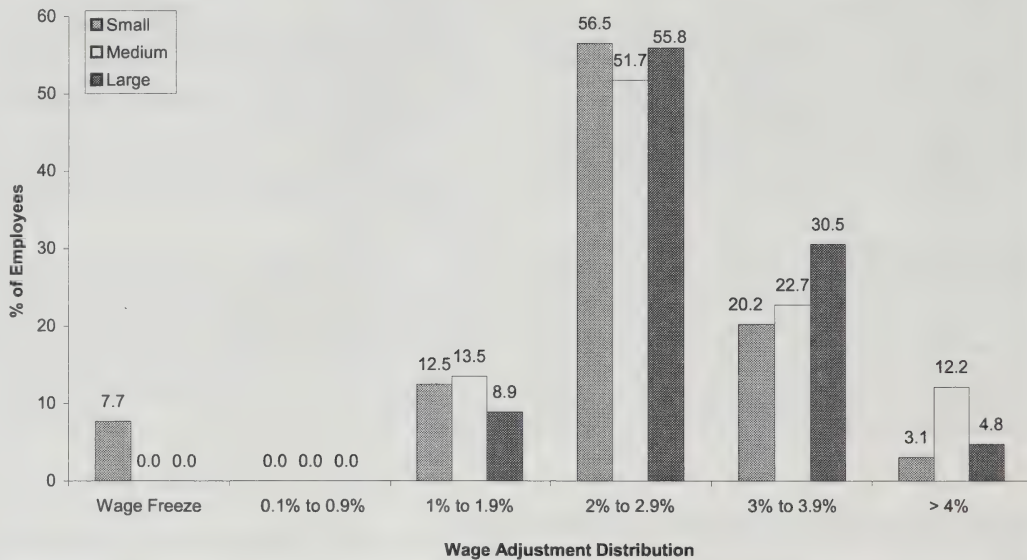
Quarterly Average Wage Adjustments by Size of Bargaining Units



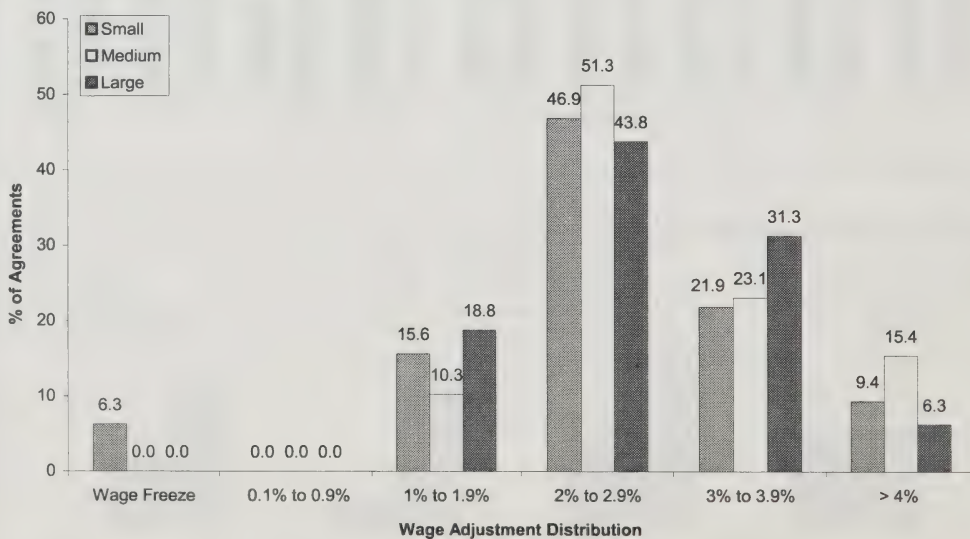
First Quarter Average Wage Adjustments by Percentage of Employees and by Public and Private Sectors

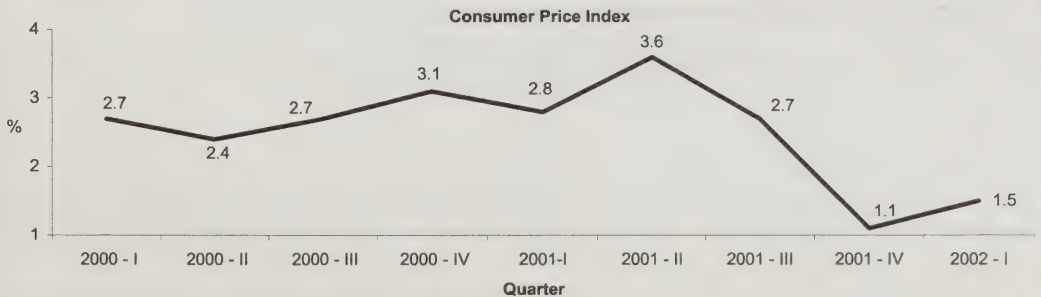
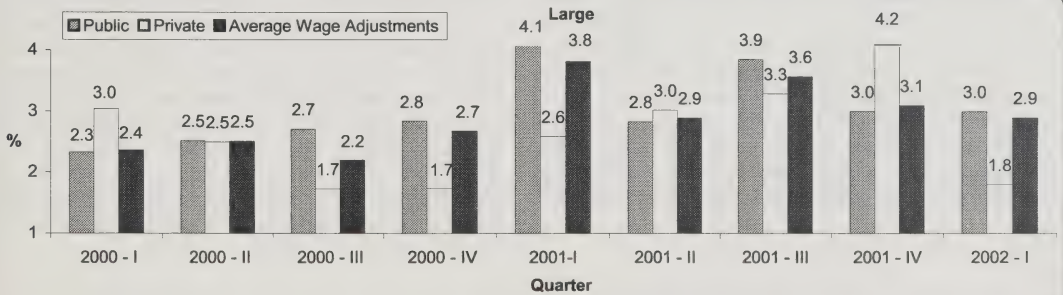
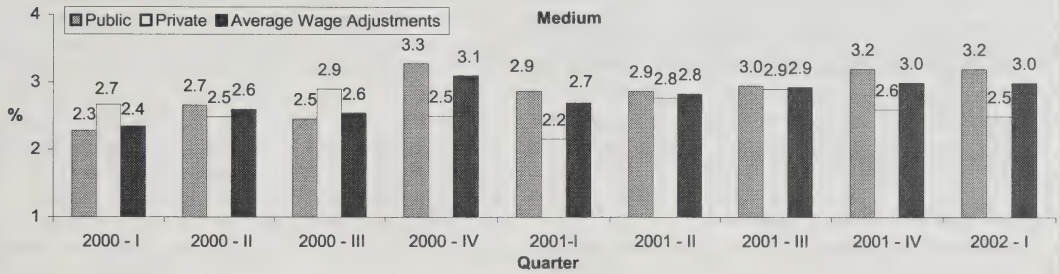
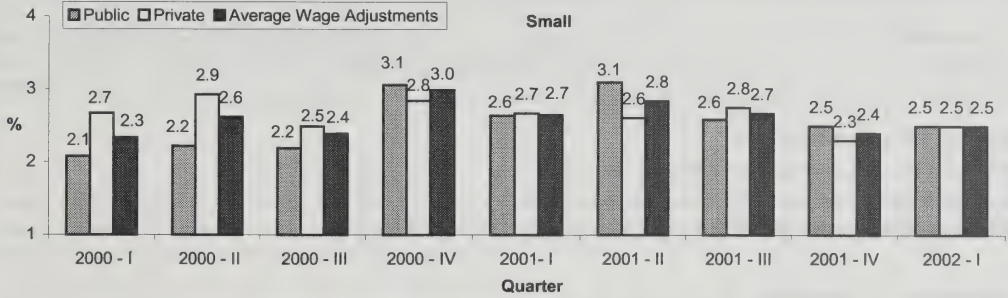


**Wage adjustment distribution for the first quarter of the year 2002,
by Size of Bargaining Units and by Percentage of Employees**



**Wage adjustment distribution for the first quarter of the year 2002,
by Size of Bargaining Units and by Percentage of Agreements**



Quarterly Wage Adjustments by Public and Private Sectors

SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN MARCH 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Manufacturing (3 agreements)					
Aliments Lesters Ltée., packing house employees, Laval, Que.	130	1.3	1.1	84	31/03/2008
Nexans Magnet Wire, plant and maintenance employees, Simcoe, Ont.	140	2.5 *	2.2	36	19/02/2005
Osram Sylvania Itée, production, Drummondville, Que.	490	2.8 *	3.0	48	16/11/2005
Transportation (1 agreement)					
Calgary Handi-Bus Association, bus drivers, Calgary, Alta.	210	3.0	3.5	24	31/12/2003
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, laboratory technicians, Chalk River, Ont.	400	12.0	7.1	35	31/03/2003
Education, Health and Social Services (1 agreement)					
University of Toronto, teaching assistants, Toronto, Ont.	190	2.1	2.2	36	31/08/2004
Public Administration (1 agreement)					
Canadian Security Intelligence Service, support employees, Ottawa, Ont.	200	2.8	3.2	36	31/12/2003

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included

(1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:

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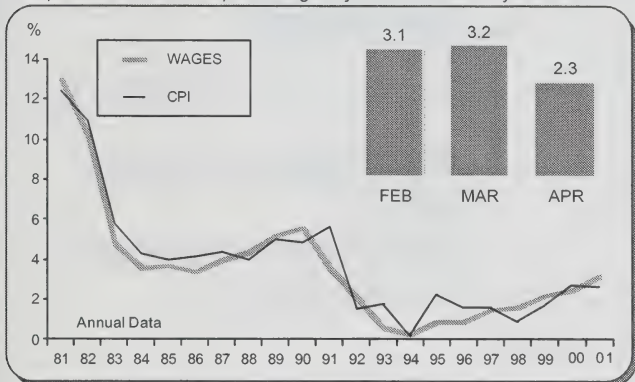


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The Wage Settlements Bulletin

June 2002
Volume 13, Issue 6

Perspective on base rate percentage adjustments from major settlements



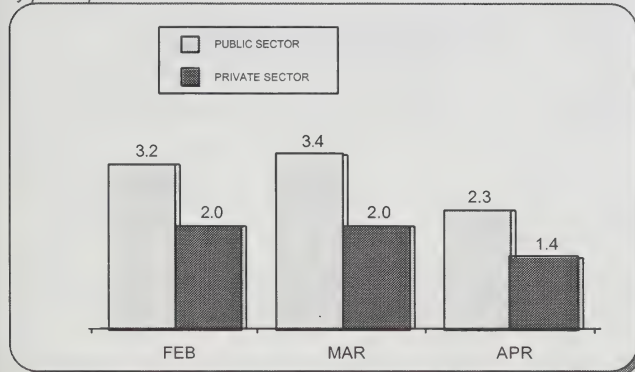
Wage Data for April 2002

Major collective bargaining settlements reached in **April 2002** provided base-rate wage increases averaging **2.3 per cent** annually over the contract-term. This is down from the 3.2 per cent figure in the previous month, and the 3.1 per cent average recorded for the year 2001 as a whole.

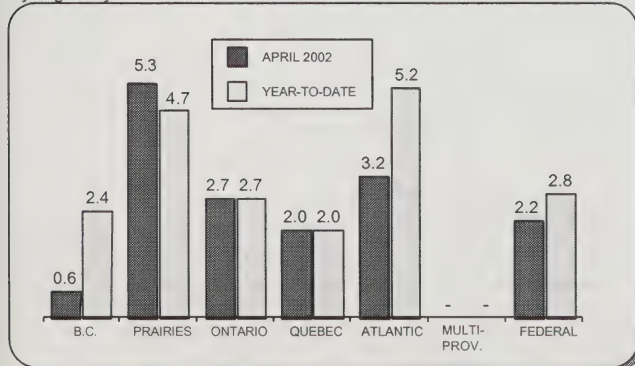
The April 2002 results are based on a review of 52 settlements reached in the period, with a coverage of 266,690 employees.

When the parties to the April settlements previously negotiated (with contract duration averaging 46 months), the resulting wage adjustments averaged 2.3 per cent, the same as in their current round of settlements but a current average contract duration of 15.6 months, influenced by 32 twelve-month agreements covering 84.3% of all employees this month.

Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



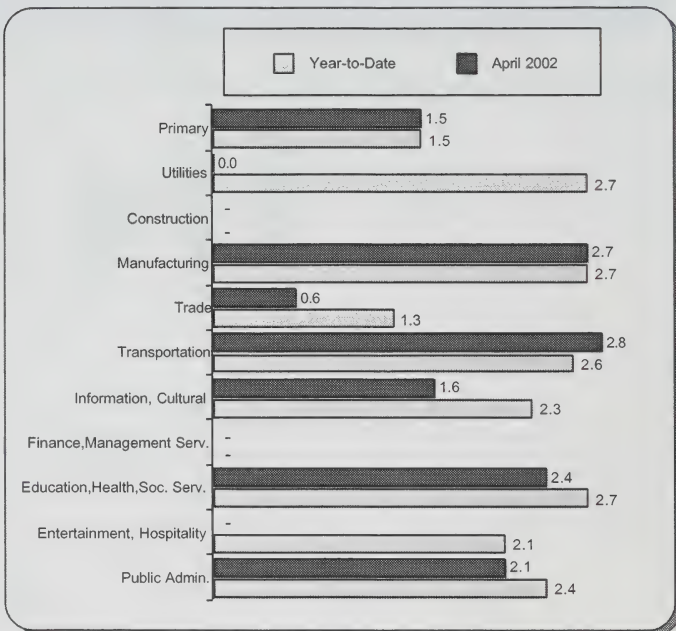
Wage adjustments in April 2002 were largely comprised of public sector settlements (86.5% of agreements covering 96.1% of employees). **Public-sector** wage adjustments for 256,410 employees in 45 settlements averaged **2.3 per cent**, down from 3.4 per cent in the previous month, and the 3.2 per cent average for the year 2001. The majority of these settlements were in the Quebec public sector providing 224,930 employees with wage increases averaging 2.0 per cent. **Private-sector** wage increases for 10,280 employees in 7 agreements averaged **1.4 per cent**, down from 2.0 per cent in the previous month, and from the average of 2.9 per cent for 2001. The low private sector figure was tempered in large part by an agreement providing a wage freeze for 3,150 retail employees with Canada Safeway in Manitoba.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the **Prairie provinces** at **5.3 per cent** (6 agreements); the **Atlantic provinces** at **3.2 per cent** (2 agreements); **Ontario** at **2.7 per cent** (7 agreements); **Federal jurisdiction** at **2.2 per cent** (2 agreements); **Quebec** at **2.0 per cent** (33 agreements) and **British Columbia** at **0.6 per cent** (2 agreements).

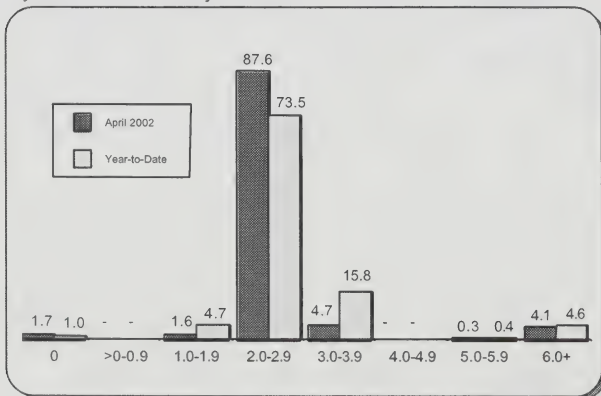


On an industry basis, the largest concentration of employees was in the **education, health and services** sector with 72.5% of all workers in April settlements. In this industry sector, 193,470 employees in 36 agreements averaged increases of **2.4 per cent**. The second largest concentration of employees was in **public administration**, with 53,960 employees receiving average wage increases of **2.1 per cent** in 7 agreements. The largest average wage increase was reported in the **transportation** sector at **2.8 per cent** and a wage freeze is reported in the **utilities** sector with a single agreement (B.C. Hydro & Power Authority). The April 2002 wage increases by industry are shown in the adjoining chart.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	3,270
Quebec	33	225,930
Ontario	7	13,090
Prairie Provinces	6	19,770
British Columbia	2	1,930
Multiprovince	-	-
Federal	2	2,700

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1999	2000	2001	2001				2002	Year to	2002		
				1	2	3	4	1	Date	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.6	3.1	3.2	2.3
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.0	3.0	2.6	3.2	3.3	2.3
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.3	2.1	2.1	2.8	1.4	1.9
First Year Increase	1.9	2.3	3.4	4.3	3.1	3.7	3.0	2.9	2.5	3.1	3.1	2.3
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.6	3.2	3.4	2.3
COLA	3.4	2.4	3.3	3.9	2.5	5.3	0.5	1.5	1.5	2.8	0.0	1.6
Industries												
Primary	2.2	1.7	2.5	2.0	2.9	2.4	2.3	-	1.5	-	-	1.5
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	2.7	-	3.1	0.0
Construction	2.0	3.6	3.2	2.8	3.2	3.3	3.5	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.7	2.6	2.1	2.7	2.7	-	3.3	2.7
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.7	1.3	1.6	1.3	-	1.5	0.6
Transportation	2.8	2.4	2.8	2.7	3.1	3.0	2.0	2.4	2.6	2.6	-	2.8
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	2.3	-	3.0	1.6
Finance, Management Services	2.8	1.8	2.4	2.9	2.3	3.1	1.4	-	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.7	3.8	3.1	3.1	2.7	3.6	5.2	2.4
Entertainment,Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.1	-	-	-
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	2.4	2.7	2.7	2.1
Jurisdictions												
Newfoundland and Labrador	1.6	3.3	5.0	-	5.0	5.0	5.1	7.5	7.2	-	7.5	5.0
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	-	-	-	-
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.5	-	2.8	-
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	2.9	-	-	2.5
Quebec	1.6	2.4	2.7	4.0	2.3	2.7	3.4	2.3	2.0	2.1	2.0	2.0
Ontario	2.2	2.5	2.9	3.1	3.0	2.9	2.6	2.7	2.7	2.6	2.3	2.7
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	5.0	2.8	1.3	6.1
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	3.0	-	2.6	1.6
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	5.1	7.8	3.6	3.5
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.4	2.2	2.0	0.6
Multiprovince	2.2	2.7	3.2	3.2	3.1	3.1	4.0	-	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.4	3.6	2.8	2.8	2.8	2.6	2.8	2.2
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.6	3.2	3.4	2.3
Private Sector	2.7	2.4	2.9	2.5	2.9	3.2	2.4	2.0	1.9	2.0	2.0	1.4
Consumer Price Index												
	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	1.7	1.5	1.8	1.7

Data for the month of April are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Primary Industries (1 agreement)	640	1.5	0.0	48	
Bowater Canadian Forest Products Inc., woods operators, Thunder Bay, Ont.	640	1.5	0.0	48	31/08/2005
Utilities (1 agreement)	1,380	0.0	0.0	36	
British Columbia Hydro and Power Authority, utility workers, province-wide, B.C.	1,380	0.0	0.0	36	31/03/2005
Manufacturing 2 agreements)	1,840	2.7	2.3	42.5	
Frigidaire Canada, production, L'Assomption, Que.	1,000	3.1	3.2	48	17/03/2006
PPG Canada Inc. (Duplate Division), plant and maintenance employees, Oshawa, Ont.	840	2.3 *	1.1	36	31/03/2005
Wholesale and Retail Trade (2 agreements)	4,900	0.6	1.2	45.1	
Canada Safeway Limited, retail employees, province-wide, Man.	3,150	0.0	0.0	24	09/11/2003
Real Canadian Superstores, retail employees, province-wide, Sask.	1,750	1.6	3.5	83	08/04/2008
Transportation (2 agreements)	9,600	2.8	2.8	36	
Canadian National Railway Co., locomotive engineers, system-wide	2,000	2.0	2.0	36	31/12/2003
Toronto Transit Commission, bus drivers, Toronto, Ont.	7,600	3.0	3.0	36	01/04/2005
Information and Culture (1 agreement)	900	1.6	1.7	36	
Toronto Star Newspapers Limited, print media employees, Toronto, Ont.	900	1.6 *	1.7	36	31/12/2004
Education, Health and Social Services (36 agreements)	193,470	2.4	2.4	14	
Comité patronal de négociation des collèges, educational services, province-wide, Que.	900	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, post-secondary, non university teachers, province-wide, Que.	1,260	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, support employees, province-wide, Que.	3,070	2.0	2.0	12	30/06/2003
Comité patronal de négociation des collèges, support employees, province-wide, Que.	580	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, prov.-wide, Que. (4 agts.)	17,830	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	1,200	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que. (3 agts.)	3,450	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide, Que. (7 agts.)	49,890	2.0	2.0	12	30/06/2003
Fort Garry School Division No. 5, elementary and secondary teachers, Fort Garry, Man.	520	3.0	3.0	24	30/06/2002
Government of New Brunswick, general trades (maintenance), province-wide, N.B.	2,400	2.5	4.0	48	31/03/2005
Government of Newfoundland and Labrador, office and clerical employees, province-wide, Nfld.	870	5.0	5.0	36	31/03/2004

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empl.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Management Negotiating Committee English-Language School Boards, elementary and secondary teachers, province-wide, Que.	8,390	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, support employees, prov-wide, Que. (6 agts.)	21,330	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, elementary and secondary teachers, province-wide, Que.	63,330	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-Language School Boards, scientific & other professionals, prov-wide, Que.	3,690	2.0	2.0	12	30/06/2003
Ontario Hospital Association, health professional employees, province-wide, Ont.	1,600	2.8	2.5	36	10/10/2004
Peel District School Board, office and clerical employees, Mississauga, Ont.	650	2.8	3.1	26	31/08/2002
Regional Health Authorities of Manitoba, nurses, province-wide, Man.	11,000	8.2	7.6	30	30/09/2004
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia, Man.	650	3.0	3.0	24	30/06/2002
University of Ottawa, professors, Ottawa, Ont.	860	1.9 *	2.0	36	30/04/2004
Public Administration (7 agreements)	53,960	2.1	2.1	12.7	
Canadian Food Inspection Agency, scientific and other professionals, Canada-wide	700	2.8	3.2	36	30/09/2003
City of Calgary, inside employees, Calgary, Alta.	2,700	3.5	3.5	12	29/12/2002
City of Kamloops, inside employees, Kamloops, B.C.	550	2.0	2.0	48	31/12/2005
Emploi Québec, office and clerical employees, province-wide, Que.	970	2.0	2.0	12	30/06/2003
Government of Quebec, hourly-rated employees, province-wide, Que.	3,100	2.0	2.0	12	30/06/2003
Government of Quebec, salaried employees, province-wide, Que.	33,750	2.0	2.0	12	30/06/2003
Government of Quebec, scientific and other professionals, province-wide, Que.	12,190	2.0	2.0	12	30/06/2003
Agreements with COLA (3 agreements)	2,600	1.9 *	1.6	36	
Agreements without COLA (49 agreements)	264,090	2.3	2.3	15.4	
All Agreements (52 agreements)	266,690	2.3	2.3	15.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	17,300	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
•Air Canada	CUPE	4,500	MED	Oct. 01
•Bell Canada	CTEA	12,000	TENT	May 02
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	B	June 02
•Stelco (Ont.)	Steelworkers	4,000	B	June 02
•City of Toronto	CUPE/Police/Firefighters	28,720	B/CO/ARB	various
•Liquor Control Board of Ontario	LCBO Empls. Union	4,400	TENT	Mar. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Int'l Truck and Engine Corp. of Canada (formerly Navistar Int'l)	CAW	2,100	WS	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Boeing (Man.)	CAW	1,350	B	June 02
•Government of Saskatchewan	Teachers	12,150	B	June 02
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Alcan Smelters and Chemicals (B.C.)	CAW	1,350	B	June 02
•Government of N.W.T.	PSAC / Northern Workers	3,000	TENT	Mar. 02

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 MWS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage

Small, Medium and Large Size Bargaining Units: Wage Data for the First Quarter 2002

There were 87 collective bargaining settlements reached in the **first quarter** of the year 2002.¹ Among these, 32 settlements were in small bargaining units (between 100 and 499 employees), 39 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent, down by 0.1 percentage point as compared to the fourth quarter of 2001. Small bargaining units reported an average wage increase of 2.5 per cent, compared to 3.0 per cent for the medium and 2.9 per cent for the large bargaining units.

By Region

The **Atlantic** Provinces recorded the highest overall base-rate wage adjustment at 5.8 per cent. This average is broken down as follows: 6.7 per cent in small bargaining units (2 agreements), 2.5 per cent in medium bargaining units (2 agreements) and 6.2 per cent in large bargaining units (2 agreements).

In the province of **Quebec**, the overall base-rate wage adjustment was 2.6 per cent and there was little variation among different size bargaining units: small bargaining units reported 2.8 per cent (5 agreements), compared to 2.1 per cent (5 agreements) in medium bargaining units and 2.5 per cent (2 agreements) in large bargaining units.

In the province of **Ontario** the overall adjustment for Ontario was 2.6 per cent. Small bargaining units reported a wage adjustment of 2.2 per cent (10 agreements) while both medium and large bargaining units reported an average wage adjustment of 2.7 per cent for 11 and 7 agreements respectively.

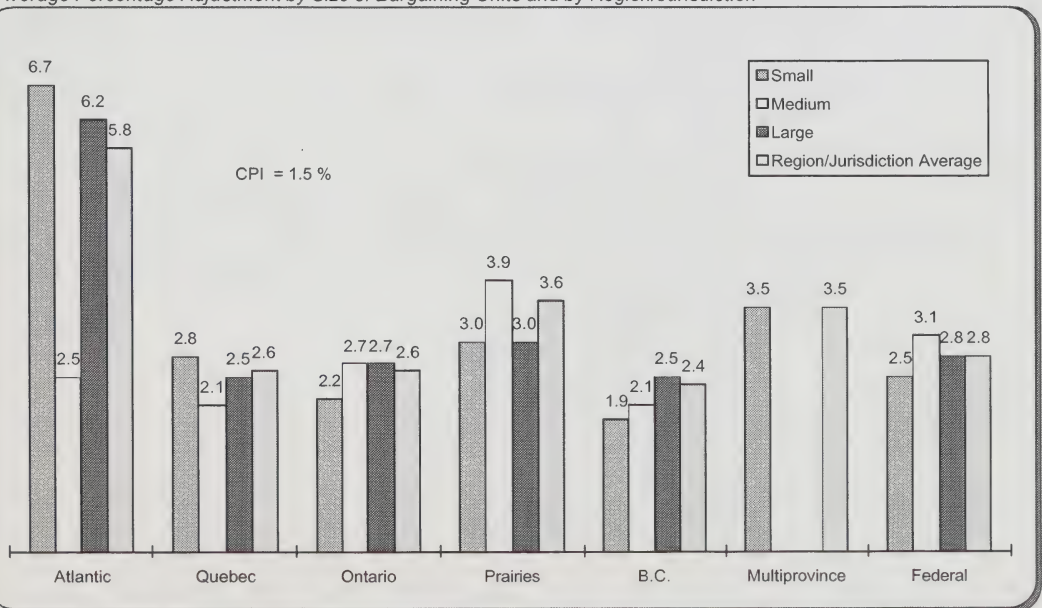
In the **Prairie** Provinces, there was some variation of wage adjustment by size of bargaining unit. Whereas the overall wage adjustment figure stands at 3.6 per cent, small bargaining units reported an average increase of 3.0 per cent (5 agreements), medium bargaining units reported 3.9 per cent (13 agreements) compared to the 3.0 per cent figure for large bargaining units in a single agreement.

The province of **British Columbia** reported the lowest overall wage adjustment figure at 2.4 per cent which is broken down as follows: 1.9 per cent for small bargaining units (3 agreements), 2.1 per cent for medium bargaining units (3 agreements) and 2.5 per cent for large bargaining units (1 agreement).

In the **Federal** jurisdiction, the overall base-rate wage adjustment was 2.8 per cent. Small bargaining units reported an average wage adjustment of 2.5 per cent (6 agreements) whereas medium bargaining units reported 3.1 per cent (5 agreements) compared to 2.8 per cent for large bargaining units (3 agreements).

¹ Data as of extraction date of April 2002.

Average Percentage Adjustment by Size of Bargaining Units and by Region/Jurisdiction



By Industry

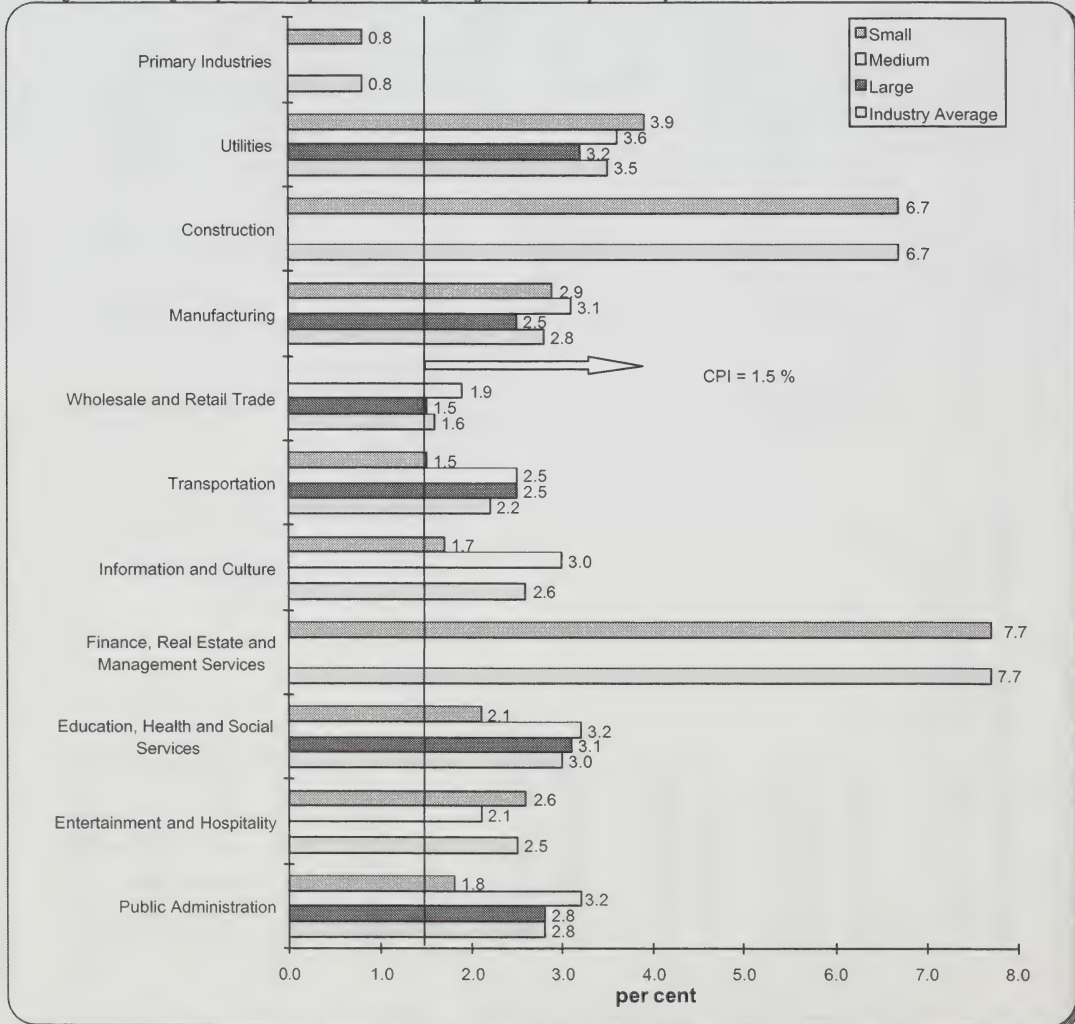
In the **small** size bargaining units, there was a high degree of variability among the 32 settlements. Wage adjustments were lowest in **primary** industries at 0.8 per cent (3 agreements) and highest in the **finance, real estate and management services** at 7.7 per cent (2 agreements), followed by the **construction** sector at 6.7 per cent (2 agreements).

In the **medium** size bargaining units, the lowest average adjustment was reported in the **wholesale and retail trade** sector at 1.9 per cent (2 agreements). The **utilities** sector reported average wage adjustments at 3.6 per cent

(1 agreement). **Education, health and social services** and **public administration** reported an overall average adjustment of 3.2 per cent (27 agreements).

Large size bargaining units recorded the highest average increase in the **utilities** sector at 3.2 per cent (2 agreements). The lowest increase was reported in the **wholesale and retail trade** sector at 1.5 per cent (2 agreements). A very high proportion of employees (58.5 per cent) and agreements (31.0 per cent) were in the **Education, Health and Social Services** where the average wage adjustment was 3.1 per cent.

Average Percentage Adjustment by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (5 agreements)					
Blue Water Seafoods (Div. of Unilever Canada Inc.), plant and maintenance employees, Lachine, Que.	180	2.4	2.1	48	2005-11-15
Casco Inc., plant and maintenance employees, Cardinal, Ont.	170	3.3 *	3.3	24	2004-04-14
Compagnie Héroux inc., plant and maintenance employees, Longueuil, Que.	360	1.3	0.0	36	2005-04-30
Dutailier Inc., production, Saint-Pie, Que.	250	2.3	0.5	60	2006-08-12
Woodbridge Foam Corporation, production, Woodbridge, Ont.	300	2.1 *	2.1	36	2005-05-30
Wholesale and Retail Trade (2 agreements)					
Real Canadian Wholesale Club, Division of Westfair Foods Limited, grocery distribution centre employees, province-wide, Sask.	250	1.6	3.5	83	2008-04-08
The News Group, retail employees, Richmond, B.C.	140	2.3	3.0	36	2004-12-31
Transportation (1 agreement)					
Grimshaw Trucking, truck drivers, Edmonton, Alta.	160	3.0	2.6	48	2006-03-31
Information and Culture (1 agreement)					
Society of Radio-Television of Quebec, technical employees, province-wide, Que.	130	2.2	2.5	24	2003-12-31
Education, Health and Social Services (5 agreements)					
Comité patronal de négociation des collèges, educational services, province-wide, Que.	400	2.0	2.0	12	2003-06-30
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	360	2.0	2.0	12	2003-06-30
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	190	2.0	2.0	12	2003-06-30
Management Negotiating Committee for English-language School Board, elementary and secondary teachers, province-wide, Que.	410	2.0	2.0	12	2003-06-30
Management Negotiating Committee for the Cree School Board, support employees, Wemindji, Que.	210	2.0	2.0	12	2003-06-30
Entertainment and Hospitality (1 agreement)					
Pacific Racing Association, racetrack employees, Vancouver, B.C.	350	-1.9	0.0	48	2004-07-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included

(1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
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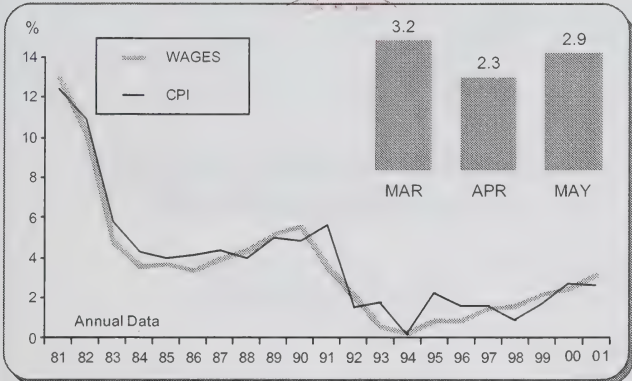
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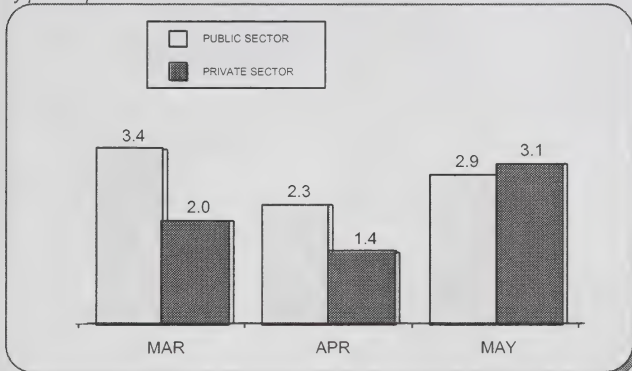
The Wage Settlements Bulletin

July 2002
Volume 13, Issue 7

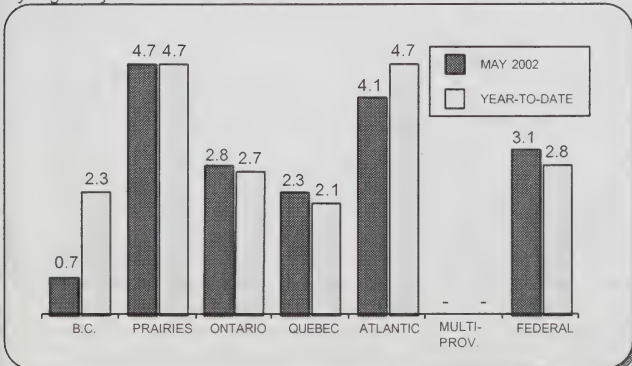
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for May 2002

Base rate wage adjustments from major collective bargaining settlements reached in **May 2002** averaged **2.9 per cent** annually over the contract term. This is up from the 2.3 per cent figure in the previous month, but down from the 3.1 per cent average recorded for 2001 as a whole. The May 2002 results are based on a review of 43 settlements with a coverage of 123,430 employees.

When the parties to May's settlements previously negotiated (with contract durations averaging 42 months), the resulting wage adjustments averaged 2.3 per cent, lower than in their current round of settlements with wage increases averaging 2.9 per cent and average contract durations of 30.4 months.

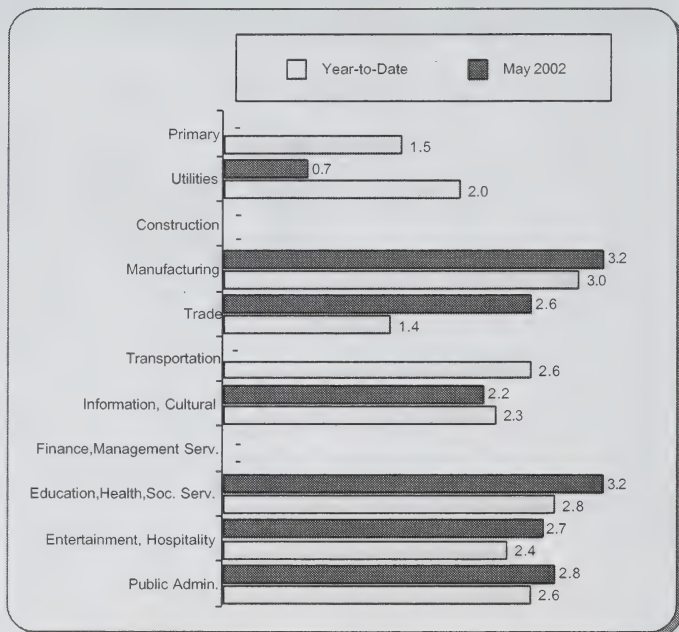
Wage adjustments in May 2002 were largely comprised of public sector settlements (86% of agreements covering 90% of employees). **Public-sector** wage adjustments for 110,630 employees in 37 settlements averaged **2.9 per cent**, up from 2.3 per cent in the previous month, and down from the 3.2 per cent average for the year 2001.

Private-sector wage increases for 12,800 employees in 6 agreements averaged **3.1 per cent**, up from 1.4 per cent in the previous month, and from the average of 2.9 per cent for 2001. The private sector figure was influenced in large part by the Bombardier Inc. (Canadair) agreement providing a wage increase of 3.4 per cent for 7,400 production employees in Quebec.

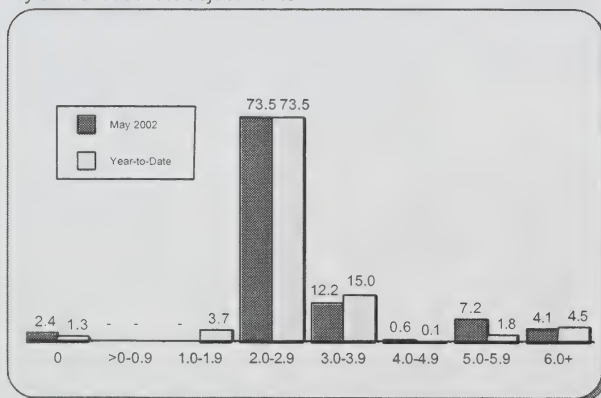
On a regional/jurisdictional basis, the largest concentration of employees was in **Ontario** (40.5% of all employees); wage increases in this jurisdiction averaged **2.8 per cent**. Other wage increases in descending order of magnitude were: the **Prairie provinces** at **4.7 per cent** (4 agreements); the **Atlantic provinces** at **4.1 per cent** (5 agreements); **Federal jurisdiction** at **3.1 per cent** (2 agreements); **Quebec** at **2.3 per cent** (19 agreements) and **British Columbia** at **0.7 per cent** (3 agreements).

On an industry basis, the first largest concentration of employees was in the **education, health and services** sector with 44.4% of all workers in May settlements. In this industry sector, 54,840 employees in 28 agreements averaged increases of **3.2 per cent**. The second largest employee concentration was in **public administration**, with 49,880 employees receiving average wage increases of **2.8 per cent** in 5 agreements. The largest average wage increase was reported in the **manufacturing** sector at **3.2 per cent** and the lowest was reported in the **utilities** sector at **0.7 per cent**. Single agreements were reported in the following industries: the **hospitality** sector with wage increases averaging **2.7 per cent**; the **trade** sector at **2.6 per cent** and the **information and culture** sector at **2.2 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	5	16,220
Quebec	19	38,820
Ontario	10	50,050
Prairie Provinces	4	12,300
British Columbia	3	4,130
Multiprovince	-	-
Federal	2	1,910

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001				2002	Year to Date	2002		
				1	2	3	4	1		Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.5	2.9	3.4	3.0	2.9	2.6	3.2	2.3	2.9
Non-COLA	2.0	2.5	3.2	3.8	3.1	3.2	3.1	3.0	2.7	3.3	2.3	3.0
COLA	3.6	2.3	2.7	2.7	2.1	4.2	2.3	2.1	2.1	1.4	2.0	2.4
First Year Increase	1.9	2.3	3.4	4.3	3.1	3.7	3.0	2.9	2.8	3.1	2.3	3.8
Non-COLA	1.7	2.3	3.4	4.4	3.2	3.3	3.2	2.9	2.8	3.4	2.3	3.8
COLA	3.4	2.4	3.3	3.9	2.5	5.3	0.5	1.5	1.5	0.0	1.7	1.2
Industries												
Primary	2.3	1.8	2.5	2.0	2.9	2.4	2.3	-	1.5	-	1.5	-
Utilities	1.8	3.5	2.5	2.8	2.0	2.4	2.4	3.3	2.0	3.1	0.0	0.7
Construction	2.0	3.6	3.2	2.8	3.2	3.3	3.5	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	1.8	2.8	2.6	2.1	2.7	3.0	3.3	2.8	3.2
Wholesale and Retail Trade	1.3	1.7	1.6	0.9	2.0	1.7	1.3	1.6	1.4	1.5	0.6	2.6
Transportation	2.8	2.4	2.8	2.7	3.1	3.0	2.0	2.4	2.6	-	2.8	-
Information and Cultural Industries	2.5	2.9	3.2	3.7	3.1	2.8	2.9	3.0	2.3	3.0	1.6	2.2
Finance, Management Services	2.8	1.8	2.4	2.9	2.3	3.1	1.4	-	-	-	-	-
Education, Health, Social Services	1.8	2.6	3.4	4.2	2.7	3.8	3.1	3.1	2.8	5.2	2.4	3.2
Entertainment, Hospitality Industry	2.6	3.0	4.0	3.0	4.3	2.7	-	2.1	2.4	-	-	2.7
Public Administration	2.2	2.3	3.0	3.0	3.0	3.0	3.1	2.8	2.6	2.7	2.1	2.8
Jurisdictions												
Newfoundland and Labrador	1.6	3.3	5.0	-	5.0	5.0	5.1	7.5	6.8	7.5	5.0	6.2
Prince Edward Island	2.7	2.2	3.1	2.5	-	3.1	3.3	-	3.2	-	-	3.2
Nova Scotia	2.1	2.2	3.7	2.0	2.4	4.5	3.7	2.5	2.4	2.8	-	2.3
New Brunswick	2.4	2.8	3.4	3.9	2.0	3.3	3.6	3.1	2.9	-	2.5	-
Quebec	1.6	2.4	2.8	4.0	2.3	2.8	3.4	2.3	2.1	2.0	2.0	2.3
Ontario	2.2	2.6	2.9	3.1	3.0	2.9	2.6	2.7	2.7	2.3	2.7	2.8
Manitoba	2.5	2.6	2.4	1.8	2.7	2.4	3.0	2.7	4.8	1.3	6.1	3.0
Saskatchewan	2.0	3.5	2.9	3.0	3.0	2.8	3.0	3.6	4.4	2.6	1.6	5.3
Alberta	4.0	4.5	5.1	5.8	4.6	5.1	4.4	6.8	5.0	3.6	3.5	4.5
British Columbia	0.8	1.6	2.7	2.6	1.9	4.0	2.3	2.5	2.3	2.0	0.6	0.7
Multiprovince	2.2	2.7	3.2	3.2	3.2	3.1	4.0	-	-	-	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.3	3.4	3.6	2.8	2.8	2.8	2.8	2.2	3.1
Public Sector	1.9	2.5	3.2	3.8	2.8	3.5	3.1	3.1	2.7	3.4	2.3	2.9
Private Sector	2.7	2.4	2.9	2.5	3.0	3.2	2.4	2.0	2.2	2.0	1.4	3.1
Consumer Price Index	1.7	2.7	2.6	3.0	3.6	2.7	1.1	1.5	1.5	1.8	1.7	1.0

Data for the month of May are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (3 agreements)	4,250	0.7	0.7	37.7	
B.C. Gas Utility Ltd., office and technical employees, province-wide, B.C.	620	2.3	1.5	54	30/09/2006
British Columbia Hydro and Power Authority, office and technical employees, province-wide, B.C.	3,000	0.0	0.0	36	31/03/2005
Inergi L.P., administrative and support employees, province-wide, Ont.	630	2.4	3.0	30	30/09/2004
Manufacturing (4 agreements)	11,670	3.2	3.1	39.6	
Bombardier Inc. (Canadair), plant and maintenance employees, St-Laurent, Mirabel, Dorval, Que.	7,400	3.4	3.3	48	30/11/2005
Fishery Products International Limited, plant and maintenance employees, Bonavista and various locations, Nfld.	2,500	3.0	3.0	12	31/12/2002
Quebec Fashion Apparel Manufacturers' Guild, production, province-wide, Que.	1,100	3.0	3.4	48	31/05/2006
Siemens Westinghouse Inc., plant and maintenance employees, Hamilton, Ont.	670	2.4 *	1.2	36	22/04/2005
Wholesale and Retail Trade (1 agreement)	900	2.6	2.7	36	
Saskatchewan Liquor and Gaming Authority, office and clerical employees, province-wide, Sask.	900	2.6	2.7	36	31/03/2004
Information and Culture (1 agreement)	1,380	2.2	2.0	33	
Canadian Broadcasting Corporation, broadcast and TV employees, province-wide	1,380	2.2	2.0	33	28/03/2004
Education, Health and Social Services (28 agreements)	54,840	3.2	4.5	21.4	
Comité patronal de négociation secteur santé et services sociaux, non-medical employees, province-wide, Que.	2,890	2.0	2.0	12	30/06/2003
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide, Que. (11 agts.)	19 630	2.0	2.0	12	30/06/2003
Conseil scolaire de district catholique de l'Est Ontarien, elementary teachers, L'Orignal, Ont.	630	2.2	2.5	36	31/08/2004
Government of Newfoundland & Labrador/Health Boards Association, nurses, province-wide, Nfld.and Lab.	5,000	7.8	13.4	36	30/06/2004
Government of Prince Edward Island, office and clerical employees, province-wide, P.E.I.	620	3.2	3.5	36	30/06/2005
Government of Quebec, post-secondary, non university teachers, province-wide, Que.	600	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-language School Boards, support employees, province-wide, Que.	590	2.0	2.0	12	30/06/2003
Management Negotiating Committee for English-language School Boards, support employees, province-wide, Que.	1,180	2.0	2.0	12	30/06/2003
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	4,110	2.0	2.0	12	30/06/2003
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	1,320	2.0	2.0	12	30/06/2003
Nova Scotia Association of Health Organizations, health and social care professionals, province-wide, N.S.	2,800	2.5	2.0	36	31/03/2004
Ottawa-Carleton Catholic District School Board, office and clerical employees, Ottawa, Ont.	550	5.7	9.5	24	31/08/2003

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Ottawa-Carleton District School Board, teaching assistants, Ottawa, Ont.	610	2.0	2.0	36	31/08/2004
Queen's University, professors, Kingston, Ont.	860	2.6	2.7	24	30/04/2004
Saskatchewan Association of Health Organizations, nurses, province-wide, Sask.	7,780	5.6	11.0	36	31/03/2005
Southern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Calgary, Alta.	720	4.5	5.0	24	30/06/2004
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,050	2.4	2.4	12	31/08/2002
Winnipeg School Division No. 1, elementary and secondary teachers, Winnipeg, Man.	2,900	3.0	3.0	36	30/06/2003
Entertainment and Hospitality (1 agreement)	510	2.7	2.0	36	
KFC Canada (B.C. Division), food service employees, province-wide, B.C.	510	2.7	2.0	36	30/06/2004
Public Administration (5 agreements)	49,880	2.8	3.4	37.3	
Canadian Food Inspection Agency, veterinarians, Canada-Wide	530	5.4	7.2	36	30/09/2003
Corporation of the City of Brampton, inside and outside employees, Brampton, Ont.	550	3.0	3.0	36	31/03/2005
Government of Nova Scotia (Master), administrative services employees, province-wide, N.S.	5,300	2.2	2.0	48	31/03/2004
Government of Ontario, all categories, province-wide, Ont.	38,000	2.8	3.5	36	31/12/2004
Government of Ontario, correctional officers, province-wide, Ont.	5,500	2.8	3.5	36	31/12/2004
Agreements with COLA (1 agreement)	670	2.4 *	1.2	36	
Agreements without COLA (42 agreements)	122,760	3.0	3.8	30.3	
All Agreements (43 agreements)	123,430	2.9	3.8	30.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	16,200	B/CO/ARB	Jan.01-May02
•Canada Customs and Revenue Agency	PIPS	9,490	TENT	June 01
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•CN Rail	various unions	5,230	TENT	June 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	B	June 02
•Stelco (Ont.)	Steelworkers	4,000	B	July 02
•City of Toronto	CUPE/Firefighters	28,720	LEG/CO	various
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Int'l Truck and Engine Corp. of Canada (formerly Navistar Int'l)	CAW	2,100	WS	June 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug. 02
•Health Authorities of Alberta	various unions	18,140	B	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Alcan Smelters and Chemicals (B.C.)	CAW	1,350	B	July 02
•Government of Nunavut	Teachers	640	B	June 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Small, Medium and Large Size Bargaining Units: Wage Data for the First Five Months of 2002 (Year-to-Date)¹

Among the 212 collective bargaining settlements reached in the first five months of 2002, 61 were in small bargaining units (between 100 and 499 employees), 96 were in medium sized bargaining units (500 to 1,999 employees) and 55 were in large bargaining units with 2000 and over employees.

During this period (January to May), the overall base-rate wage adjustment averaged 2.6 as compared to the figure of 3.1 per cent reported for the year 2001. The overall public sector wage adjustment at 2.7 per cent was higher than the private sector average of 2.3 per cent.

Small bargaining units reported an average increase of 2.8 per cent with an average wage adjustment of 3.0 per cent in

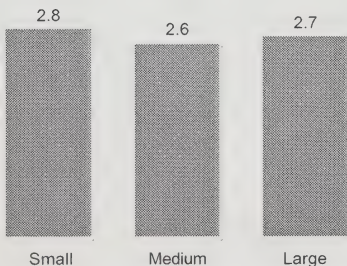
the public sector, compared to 2.8 per cent in the private sector.

In **medium** sized bargaining units, the overall wage adjustment was 2.6 per cent with an average figure of 2.6 per cent for the public sector and 2.4 per cent for the private sector.

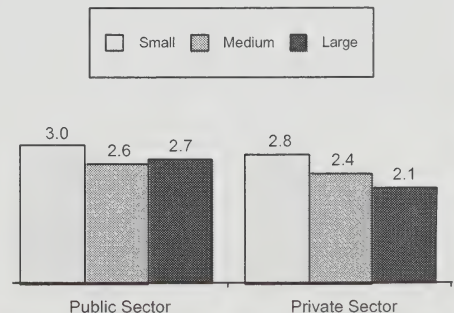
In **large** bargaining units, the overall average wage adjustment was 2.7 percent. The public sector figure of 2.7 per cent is higher than the private sector figure of 2.1 per cent.

¹ Data as of extraction date of May 2002.

Average Percentage Adjustment by Size of Bargaining Units, year-to-date 2002



Average Percentage Adjustment by Size of Bargaining Units and by public-private sectors, year-to-date 2002



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MAY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Cambior, La Mine Doyon, mine employees, Rouyn-Noranda, Que.	310	2.3 *	0.5	72	30/11/2006
Construction (1 agreement)					
Electrical Contractors Association of New Brunswick Inc., electricians, province-wide, N.B.	350	3.0	3.0	24	31/12/2003
Manufacturing (2 agreements)					
Bonneville Portes et Fenêtres, plant and maintenance employees, Ste-Marie-de-Beauce, Que.	280	2.8	2.0	60	31/01/2007
Owens-Corning Canada Inc., plant and maintenance employees, Edmonton, Alta.	110	3.0	3.5	36	31/07/2004
Transportation (1 agreement)					
Pacific Transit Cooperative, taxi operators, Vancouver, B.C.	130	2.0	2.0	36	30/09/2004
Education, Health and Social Services (3 agreements)					
Catholic Children's Aid Society of Toronto, health and social care professionals, Toronto, Ont.	300	3.0	3.0	24	31/03/2004
Extendicare (Canada) Inc., nurses, Regina, Sask.	130	5.6	11.0	36	31/03/2005
Lord Selkirk School Division No. 11, elementary and secondary teachers, Selkirk, Man.	330	3.0	3.0	36	30/06/2003

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:

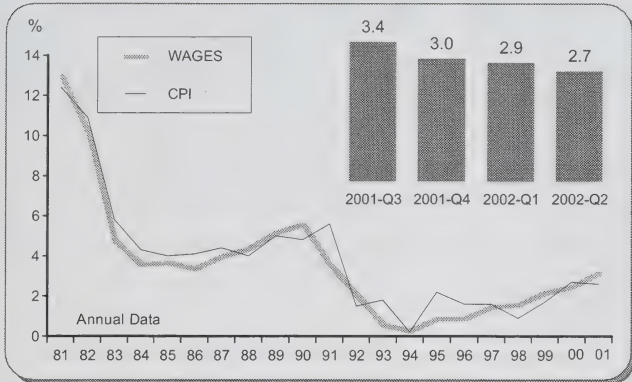
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca



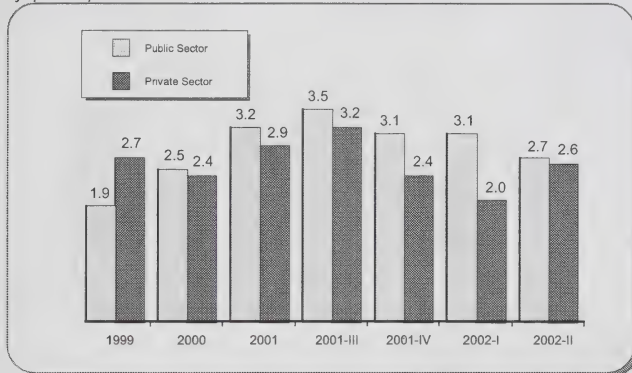
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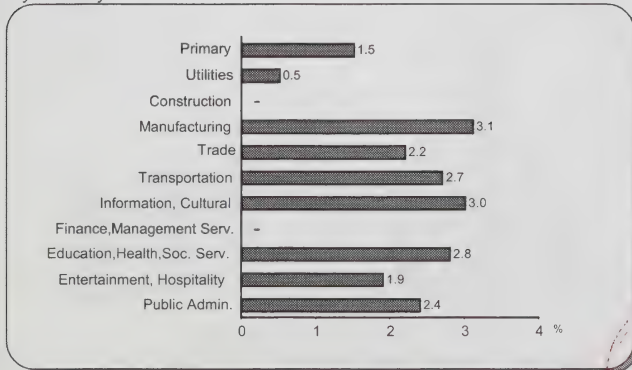
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for the Second Quarter 2002

Major collective bargaining settlements reached in the **second quarter 2002** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This is down slightly from the 2.9 per cent figure in the previous quarter, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The second quarter 2002 results are based on a review of 120 settlements reached in the period, with a coverage of 442,275 employees.

When the parties to the second-quarter settlements previously negotiated, contract duration averaged 44 months, and the resulting wage adjustments averaged 2.3 per cent compared to the 2.7 per cent in their current round of settlements and an average contract duration of 21.6 months.

Wage increases in the first half of 2002 averaged 2.7 per cent for 645,955 employees in 178 major settlements.

Wage adjustments in the second quarter 2002 were largely comprised of public sector settlements (82.5% of agreements covering 90.1% of employees). **Public-sector** wage adjustments for 398,665 employees in 99 settlements averaged **2.7 per cent**, down from 3.1 per cent in the previous quarter, and down from 3.2 per cent for the year 2001. A large number of these settlements (50) were in the Quebec public sector providing 256,350 employees with wage increases averaging 2.0 per cent (lower than the predecessorial Quebec public-sector agreements which had averaged 2.2 per cent when they last settled in 2000). These Quebec public sector settlements had a moderating influence on the average wage adjustment figures in the second quarter; excluding these agreements, the remaining public sector settlements averaged wage increases of 3.8 per cent.

Private-sector wage increases for 43,610 employees in 21 agreements averaged **2.6 per cent**, up from 2.0 per cent in the previous quarter, but down from the average of 2.9 per cent for 2001.

The largest concentration of employees was in the **education, health and services** sector (with 60.6% of all workers in second quarter settlements). In this

(continued on page 4)

Wage Data for June 2002

Base rate wage adjustments from major collective bargaining settlements reached in **June 2002** averaged **3.8 per cent** annually over the contract term, up from the 2.9 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for June 2002 are based on a review of 24 settlements covering 50,685 employees.

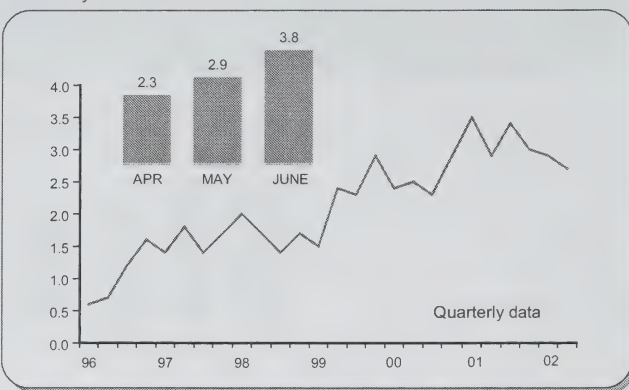
When the parties to these settlements previously negotiated, contract duration averaged 34 months and the resulting wage adjustments averaged 2.3 per cent, compared to the 3.8 per cent in their current round of settlements and average contract duration of 24 months.

The relative increase in wage adjustments for June was due in part to 4 Alberta education-sector agreements providing 12,450 employees (one-quarter of the employee coverage for June) with wage gains of 6.8 per cent.

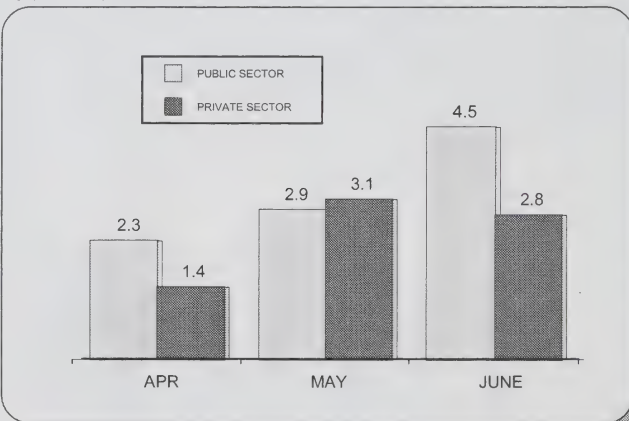
Wage gains in June were much higher in the **public sector (4.5 per cent)** than in the **private sector (2.8 per cent)**. The overall public sector data in June includes 30,155 employees in 16 agreements. Wage increases ranged from a 1.7 per cent increase for 2,400 municipal employees (cultural and recreational) with the City of Ottawa to 6.8 per cent for 12,450 employees with 4 Alberta school boards. In the private sector, there were 20,530 employees in 8 agreements. Wage increases ranged from a 1.6 per cent increase for 1,200 customer service employees with Air Canada Jazz, to a high of 4.2 per cent for 500 employees with DDM Plastics Inc. in Ontario. Also, 12,140 office employees with Bell Canada received increases averaging 3.2 per cent.

On a regional/jurisdictional basis, wage adjustments in June were largest in the Prairies at 6.4 per cent (Alberta at 6.8 per cent); in the Atlantic provinces wage increases averaged 3.4 per cent (including a Newfoundland and Labrador college instructors settlement at 5.0 per cent); in the Federal jurisdiction wage increases averaged 3.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart on the right.

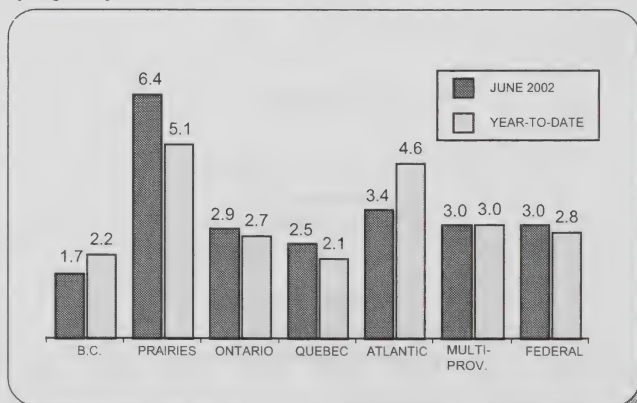
Perspective on base rate percentage adjustments from major settlements



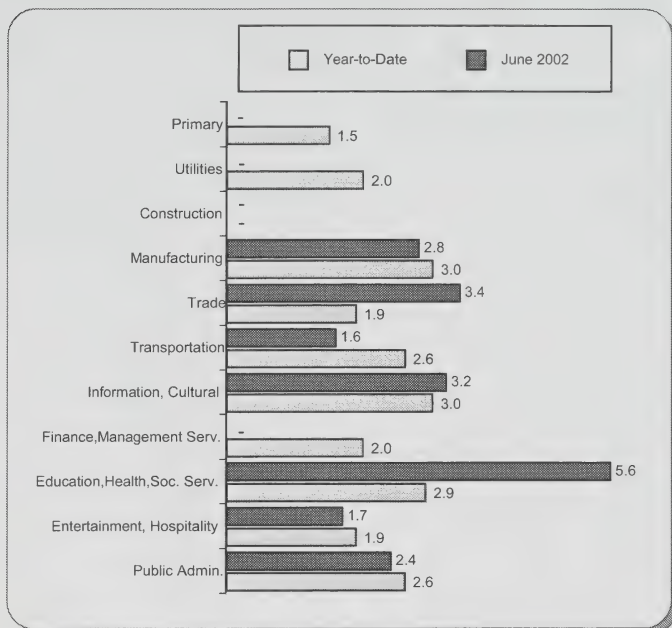
Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction

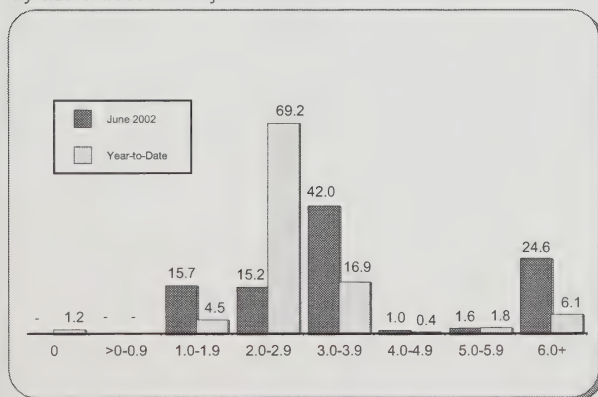


Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees and the largest average wage increase was in the **education, health and services** sector with 36.2% of all workers in June settlements; in this industry sector, 18,350 employees in 11 agreements averaged increases of **5.6 per cent**. The second largest employee concentration was in the **information and culture** sector; in this sector, a single agreement provided 12,140 Bell Canada employees with wage gains averaging 3.2 per cent. The third largest average wage increase was reported in the **trade** sector at **3.4 per cent** and the lowest was reported in the **transportation** sector at **1.6 per cent**. In **public administration**, wage gains averaged **2.4 per cent**; in **manufacturing**, wage increases averaged **2.8 per cent**.

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	1,820
Quebec	2	1,640
Ontario	10	12,930
Prairie Provinces	5	13,750
British Columbia	1	3,500
Multiprovince	1	3 200
Federal	3	13,845

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		2002			Year to Date
				3	4	1	2	Apr	May	June	
All Industries/Jurisdictions											
Average Annual Adjustments	2.2	2.5	3.1	3.4	3.0	2.9	2.7	2.3	2.9	3.8	2.7
Non-COLA	2.0	2.5	3.2	3.2	3.1	3.0	2.7	2.3	2.9	3.8	2.7
COLA	3.6	2.3	2.7	4.2	2.3	2.1	2.4	2.0	2.4	4.2	2.2
First Year Adjustment	1.9	2.3	3.4	3.7	3.0	2.9	3.0	2.3	3.7	4.6	2.9
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	3.0	2.3	3.7	4.6	3.0
COLA	3.4	2.4	3.3	5.3	0.5	1.5	2.0	1.7	1.2	4.4	1.6
Industries											
Primary	2.3	1.8	2.5	2.4	2.3	-	1.5	1.5	-	-	1.5
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.5	0.0	0.7	-	2.0
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	2.6	2.1	2.7	3.1	2.8	3.2	2.8	3.0
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	0.6	2.6	3.4	1.9
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.8	-	1.6	2.6
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	1.6	2.2	3.2	3.0
Finance, Management Services	2.8	1.8	2.4	3.1	1.4	2.0	-	-	-	-	2.0
Education, Health, Social Services	1.8	2.6	3.4	3.8	3.1	3.1	2.8	2.4	3.2	5.6	2.9
Entertainment, Hospitality Industry	2.6	3.0	4.0	2.7	-	2.1	1.9	-	2.7	1.7	1.9
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.1	2.8	2.4	2.6
Jurisdictions											
Newfoundland and Labrador	1.6	3.3	5.0	5.0	5.1	7.5	6.0	5.0	6.2	5.0	6.7
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	-	3.2	-	3.2
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	-	2.3	-	2.4
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.5	-	2.0	2.7
Quebec	1.6	2.4	2.8	2.8	3.4	2.3	2.1	2.0	2.3	2.5	2.1
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.9	2.7
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	6.1	3.0	2.5	4.7
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	1.6	5.3	-	4.4
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	3.5	4.5	6.8	6.2
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	0.6	0.7	1.7	2.2
Multiprovince	2.2	2.7	3.1	3.1	4.0	-	3.0	-	-	3.0	3.0
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.9	2.2	3.1	3.0	2.8
Public Sector	1.9	2.5	3.2	3.5	3.1	3.1	2.7	2.3	2.9	4.5	2.8
Private Sector	2.7	2.4	2.9	3.2	2.4	2.0	2.6	1.4	3.1	2.8	2.3
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.7	1.0	1.3	1.4

Data for the month of June are preliminary.

continued from page 1

industry sector, 268,010 employees in 76 agreements averaged increases of **2.8 per cent**. The second largest concentration of employees (25% of all workers) was in **public administration**, with 110,660 employees in 15 agreements averaging increases of **2.4 per cent**. The largest average wage increase was reported in the **manufacturing** sector at **3.1 per cent**. The smallest

increase was in the **utilities** sector with 4 agreements providing 5,630 employees with wage adjustments averaging **0.5 per cent**. In the remaining industrial sectors, second-quarter 2002 wage increases were: **information and culture** at **3.0 per cent**, and the **transportation** sector at **2.7 per cent**.

MAJOR SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Manufacturing (4 agreements)	2,545	2.8	2.6	41.1	
Connors Bros., Limited, plant and maintenance employees, Charlotte County, N.B.	1,000	2.0	1.0	36	31/12/2004
DDM Plastics Inc., service and maintenance employees, Tillsonburg, Ont.	500	4.2 *	4.4	36	31/07/2005
Olymel Société en Commandite, production, Magog, Que.	540	3.6	4.3	60	30/04/2007
Royal Canadian Mint, production, Ottawa, Ont. and Winnipeg, Man.	505	2.0	2.0	36	31/12/2004
Wholesale and Retail Trade (3 agreements)	6,250	3.4	3.7	36	
Fenwick Automotive Products, production, Toronto, Ont.	800	3.6	3.5	36	28/02/2005
Liquor Control Board of Ontario, office and clerical employees, province-wide, Ont.	4,600	3.7	4.0	36	31/03/2005
Sav-A-Centre, Div. of The Great Atlantic & Pacific Co. of Canada, retail employees, Cobourg, Ont.	850	1.9	1.9	36	10/10/2004
Transportation (1 agreement)	1,200	1.6	0.0	36	
Air Canada Jazz, customer service, system-wide	1,200	1.6	0.0	36	30/06/2005
Information and Culture (1 agreement)	12,140	3.2	3.5	36	
Bell Canada, office and clerical employees, Ont. and Que.	12,140	3.2	3.5	36	31/05/2005
Education, Health and Social Services (11 agreements)	18,350	5.6	7.9	24.7	
Bluewater District School Board, elementary teachers, Chesley, Ont.	780	2.7	2.7	12	30/08/2002
Bluewater District School Board, secondary teachers, Chesley, Ont.	550	2.2	2.2	12	31/08/2002
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton, Alta.	4,780	6.8	10.2	24	31/08/2003
Board of Trustees of the Calgary Board of Education, elementary and secondary teachers, Calgary, Alta.	5,940	6.8	10.2	24	31/08/2003
Board of Trustees of the Rocky View School Division No. 41, elementary and secondary teachers, Rocky View, Alta.	780	6.8	10.2	24	31/08/2003
Elk Island Public Schools Regional Division No. 14, elementary and secondary teachers, Elk Island, Alta.	950	6.8	10.2	24	31/08/2003
Government of Newfoundland & Labrador & College of North Atlantic, instructors/tutors/lecturers, province-wide, Nfld. and Lab.	820	5.0	5.0	36	31/08/2004
Grand Erie District School Board, elementary teachers, Brantford, Ont.	1,030	2.8	2.8	12	31/08/2002
Toronto Catholic District School Board, educational services, Toronto, Ont.	840	2.5	3.0	24	31/08/2003
Windsor-Essex Catholic District School Board, secondary teachers, Windsor, Ont.	580	2.6	2.8	24	31/08/2004

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Winnipeg School Division No. 1, office and clerical employees, Winnipeg, Man.	1,300	2.5	2.5	48	01/07/2005
Entertainment and Hospitality (1 agreement)	3,500	1.7	1.0	48	
Hospitality Industrial Relations, hotel or restaurant employees, province-wide, B.C.	3,500	1.7	1.0	48	31/05/2006
Public Administration (3 agreements)	6,700	2.4	1.8	32.1	
City of Ottawa, recreational employees, Ottawa, Ont.	2,400	1.7	0.0	36	31/12/2003
Government of Northwest Territories, office and technical employees, territory-wide, N.W.T.	3,200	3.0	3.0	36	31/03/2005
Government of Quebec, engineers, province-wide, Que.	1,100	2.0	2.0	12	30/06/2003
Agreements with COLA (1 agreement)	500	4.2 *	4.4	36	
Agreements without COLA (23 agreements)	50,185	3.8	4.6	32.4	
All Agreements (24 agreements)	50,685	3.8	4.6	32.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	TENT	June 02
•City of Toronto	CUPE/Firefighters	29,910	ARB	various
•University of Toronto	various unions	5,140	B	Sept. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	TENT/B	Mar./Apr. 02
•INCO (Manitoba)	Steelworkers	1,050	B	Sept. 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Government of Nunavut	Teachers	640	B	June 02

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 MWS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Wage Data for the Second Quarter 2002 For Small, Medium and Large Size Bargaining Units

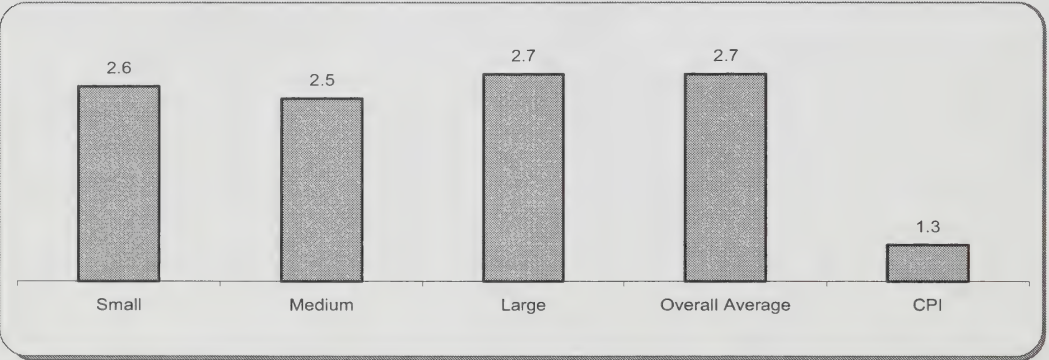
Among the 158 collective bargaining settlements reached in the **second quarter** of the year **2002**, 38 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1999 employees), and 46 were in large bargaining units with 2000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent, up by 0.1 percentage point as compared to the first quarter of the year 2002. The overall **public sector** wage adjustment at **2.7 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector**.

Small bargaining units reported an average increase of **2.6 per cent**, slightly higher than the 2.5 per cent reported for the first quarter of the year 2002 but maintaining the year to date average at 2.6 per cent. More than half of employees and agreements (54.7 and 55.3 per cent respectively) were in the 2.0 to 2.9 per cent wage adjustment range. Another 30.4 per cent of employees and 21.1 per cent of agreements were in the 3.0 to 3.9 per cent range. **Public sector** settlements provided an average increase of **2.8 per cent**, compared to 2.5 and 2.6 per cent in previous quarters. **Private sector** wage adjustments were lower at **2.4 per cent** compared to 2.5 and 2.4 per cent in previous quarters.

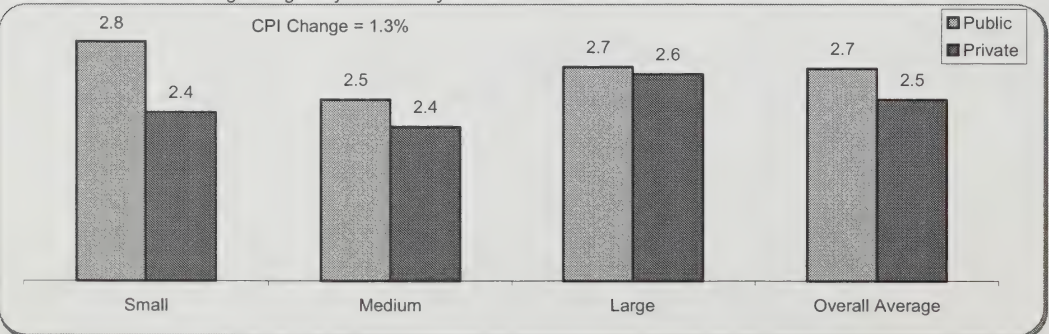
Medium bargaining units reported an average wage increase of **2.5 per cent** compared to 3.0 per cent in the first quarter, the lowest average adjustment since the first quarter of the year 2000. A large majority of employees and agreements (71.4 and 68.9 per cent respectively) were in the 2.0 to 2.9 per cent range. There were 9.5 per cent of employees and 12.2 per cent of agreements in the 4.0 per cent and greater category. **Public sector** settlements resulted in an average increase of **2.5 per cent**, lower than the 3.0 per cent range for the three previous quarters, but slightly higher than the **private sector** figure of **2.4 per cent**.

Large bargaining units reported an average wage increase of **2.7 per cent**, slightly lower than the 2.9 per cent figure for the first quarter and the lowest since the third quarter of the year 2000. The majority of employees and agreements (75.3 and 60.9 per cent respectively) were in the 2.0 to 2.9 per cent wage adjustment range while 11.5 per cent of employees and 17.4 per cent of agreements were in the 3.0 to 3.9 per cent range. **Public sector** average wage increases at **2.7 per cent** was lower than the previous six quarters, but remained slightly higher than the **private sector** average wage adjustments of **2.5 per cent**.

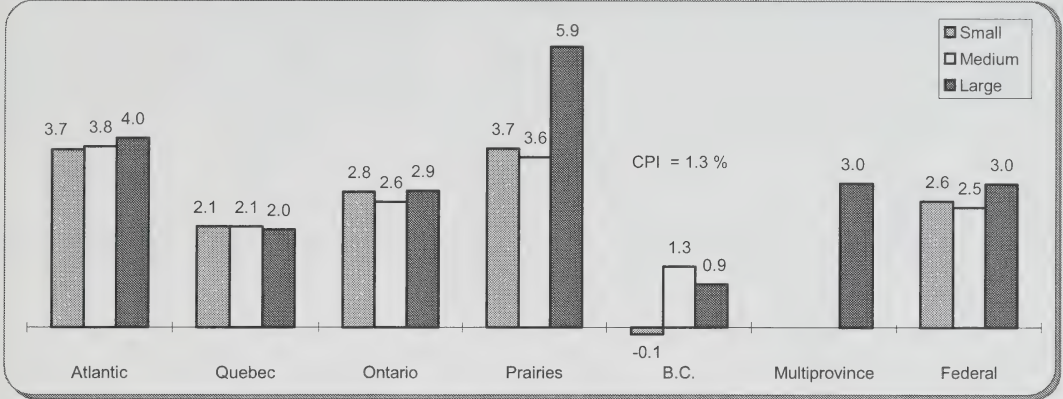
Second Quarter Percentage Wage Adjustments by Size of Bargaining Units



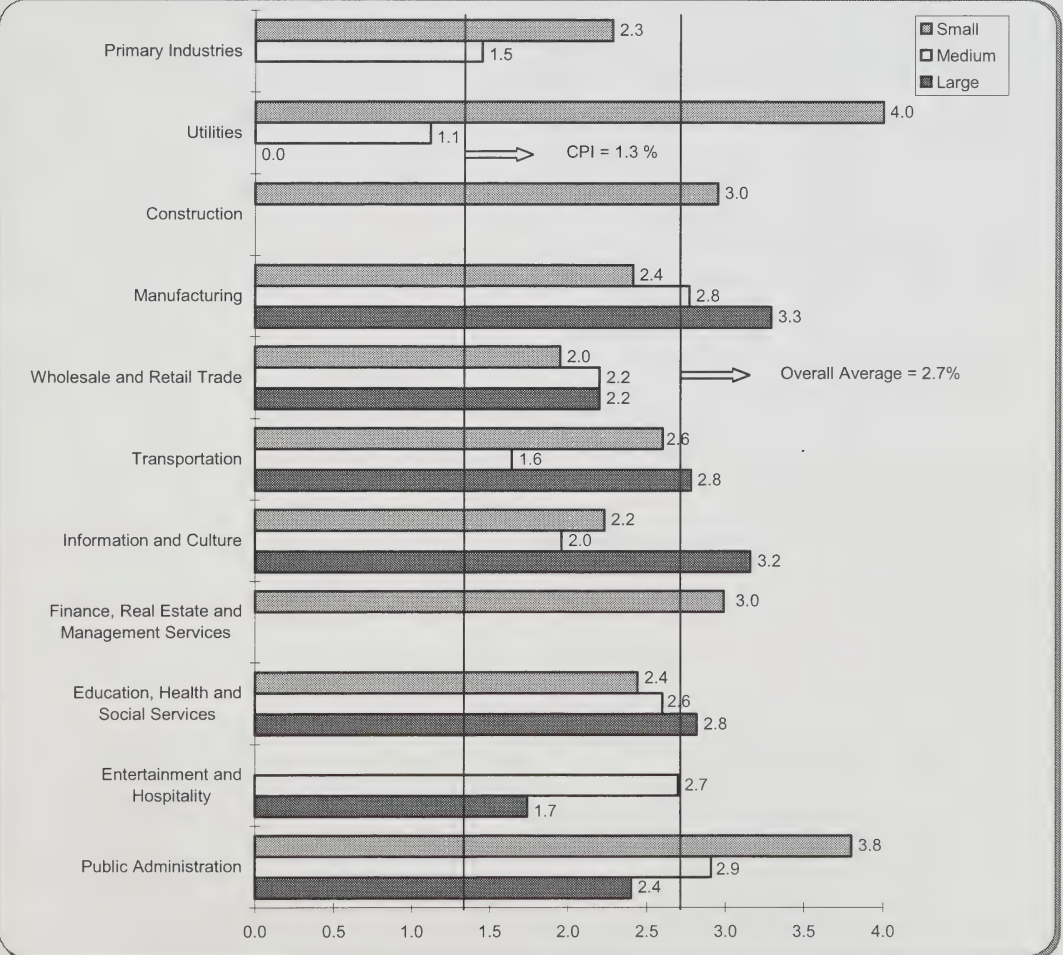
Second Quarter Percentage Wage Adjustments by Public and Private Sector



Second Quarter Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Second Quarter Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JUNE 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Utilities (1 agreement)					
TransAlta Utilities Corporation, plant and maintenance employees, province-wide, Alta.	480	4.0	4.0	24	31/12/2003
Manufacturing (3 agreements)					
Freshwater Fish Marketing Corporation, plant and maintenance employees, province-wide, Man.	250	2.5	2.6	36	30/04/2005
Simplot Canada Limited, plant and maintenance employees, Brandon, Man.	190	1.2	0.0	36	30/06/2005
Volvo Motor Graders Limited, hourly rated employees, Goderich, Ont.	450	2.5	2.5	36	30/06/2005
Wholesale and Retail Trade (1 agreement)					
Supérieur Propane, truck drivers, Longueuil, Que.	140	2.0	1.8	48	30/04/2005
Transportation (1 agreement)					
Transport Thibodeau inc., truck drivers, province-wide, Que.	240	1.9 *	3.3	60	31/12/2006
Finance, Real Estate, Management Services (1 agreement)					
Canadian Standards Association, Operating as CSA International, administrative services employees, Rexdale, Ont.	380	3.0	3.0	24	18/06/2004
Education, Health and Social Services (2 agreements)					
Hotel-Dieu Grace Hospital, office and clerical employees, Windsor, Ont.	230	2.8	2.5	36	31/03/2004
Timmins & District Hospital, office and clerical employees, Timmins, Ont.	300	3.0	3.1	36	31/03/2005
Public Administration (2 agreements)					
Board of Police Commissioners of the City of Saskatoon, police officers, Saskatoon, Sask.	370	5.3	6.1	30	31/03/2004
City of Calgary, para-medical technical employees, Calgary, Alta.	350	3.2	3.5	24	28/12/2003

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

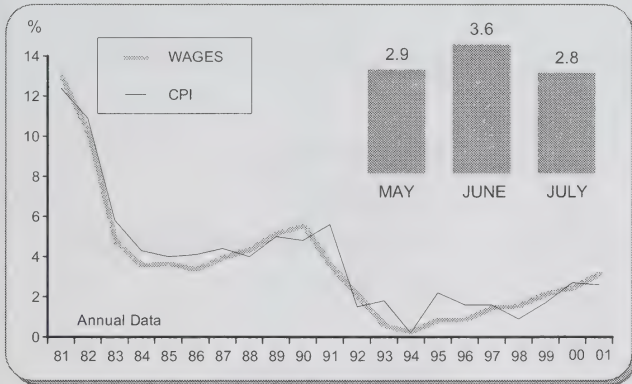
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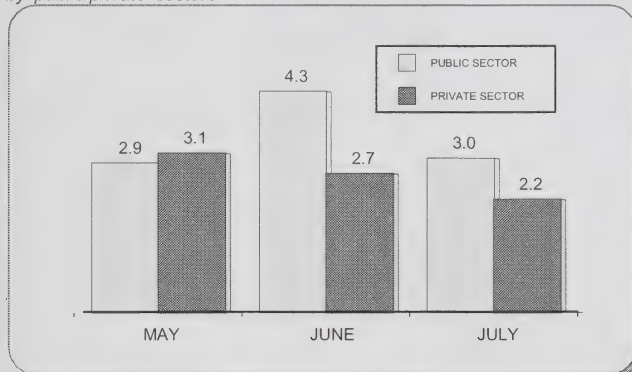
The Wage Settlements Bulletin

September 2002
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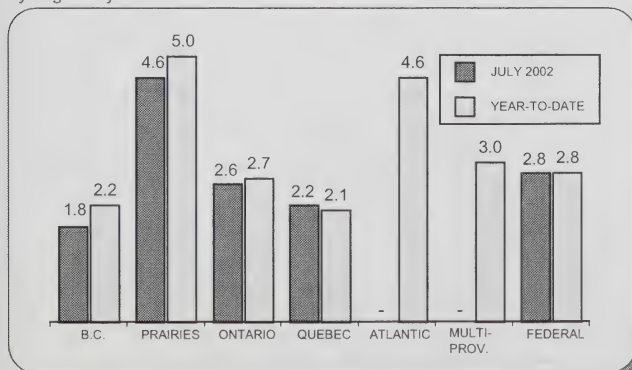
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for July 2002

Major collective bargaining settlements reached in **July 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is down from the 3.6 per cent figure in the previous month, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The July 2002 results are based on a review of 32 settlements reached in the period, with a coverage of 67,850 employees.

When the parties to the July settlements previously negotiated, contract duration averaged 40 months, and the resulting wage adjustments averaged 2.2 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 33.5 months.

Wage increases in the first seven months of 2002 (January to July) averaged 2.7 per cent for 723,105 employees in 220 major settlements.

Wage adjustments in July 2002 were largely comprised of public sector settlements (65.6% of agreements covering 74.1% of employees). **Public-sector** wage adjustments for 50,260 employees in 21 settlements averaged **3.0 per cent**, down from 4.3 per cent in the previous month, and down slightly from 3.2 per cent for the year 2001.

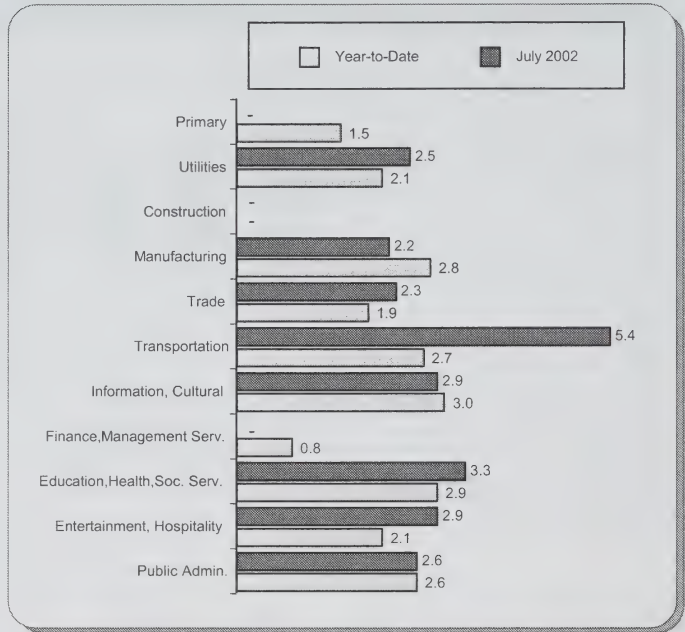
Private-sector wage increases for 17,590 employees in 11 agreements averaged **2.2 per cent**, down from 2.7 per cent in the previous month, and from the average of 3.0 per cent for 2001.

On a regional/jurisdictional basis, the largest gains in July were in the Prairie provinces (4.6 per cent for 8,780 employees in 5 agreements) due in large part to 3 Alberta education sector agreements averaging 6.0 per cent and to the Boeing Canada Ltd. settlement in Manitoba with a 4.8 per cent increase. The lowest wage adjustments were in British Columbia averaging 1.8 per cent. In Ontario, wage adjustments averaged 2.6 per cent, and in Quebec, 2.2 per cent. In the Federal Jurisdiction, 3 agreements provided 15,880 employees with wage increases averaging 2.8 per cent.

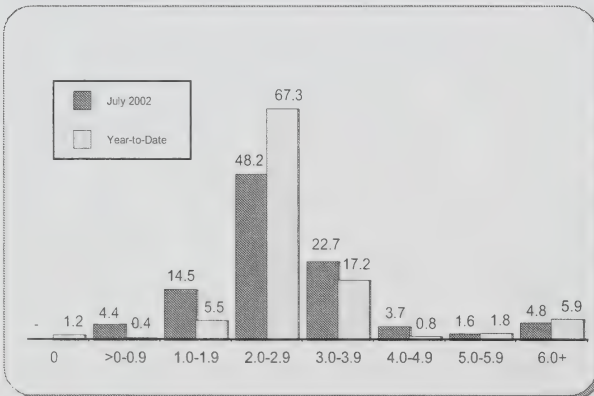


On an industry basis, the largest concentration of employees was in **public administration** with 43.6% of all workers in July settlements; in this sector, 29,580 employees in 10 agreements averaged increases of **2.6 per cent**. The second largest employee concentration was in **education, health and social services**; in this sector, 9 agreements provided 17,080 employees with wage gains averaging **3.3 per cent**. The largest average wage increase was reported in the **transportation** sector at **5.4 per cent** and the lowest was reported in the **manufacturing** sector at **2.2 per cent**. In both the **information and culture sector** and the **entertainment and hospitality sector**, wage gains averaged **2.9 per cent**; in utilities, wage increases averaged **2.5 per cent** and in the **trade sector**, wage gains averaged **2.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	4	8,450
Ontario	15	26,450
Prairie Provinces	5	8,780
British Columbia	5	8,290
Multiprovince	-	-
Federal	3	15,880

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		Year to	2002		
				<u>3</u>	<u>4</u>	<u>1</u>	<u>2</u>	<u>Date</u>	<u>May</u>	<u>June</u>	<u>July</u>
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.4	3.0	2.9	2.6	2.7	2.9	3.6	2.8
Non-COLA	2.0	2.5	3.2	3.2	3.0	2.9	2.6	2.7	2.9	3.6	2.9
COLA	3.6	2.3	2.7	4.2	2.3	2.1	2.4	2.1	2.4	4.2	2.0
First Year Increase	1.9	2.3	3.4	3.7	3.0	2.9	2.9	2.9	3.7	4.2	3.1
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	2.9	3.0	3.7	4.2	3.3
COLA	3.4	2.4	3.3	5.4	0.6	1.5	2.0	1.6	1.1	4.4	1.6
Industries											
Primary	2.3	1.8	2.5	2.4	2.3	-	1.5	1.5	-	-	-
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.7	2.1	0.7	-	2.5
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.4	2.7	2.0	2.7	3.1	2.8	3.2	2.7	2.2
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	1.9	2.6	3.4	2.3
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.7	-	1.6	5.4
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	3.0	2.2	3.2	2.9
Finance, Management Services	2.8	1.8	2.4	3.1	1.4	2.0	0.0	0.8	-	0.0	-
Education, Health, Social Services	1.8	2.6	3.3	3.8	3.1	3.1	2.8	2.9	3.2	5.4	3.3
Entertainment, Hospitality Industry	2.6	3.0	4.0	2.7	-	2.1	1.9	2.1	2.7	1.7	2.9
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.6	2.8	2.3	2.6
Jurisdictions											
Newfoundland and Labrador	1.6	3.3	5.0	5.0	5.1	7.5	6.0	6.7	6.2	5.0	-
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	3.2	3.2	-	-
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	2.4	2.3	-	-
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.7	-	2.0	-
Quebec	1.6	2.4	2.8	2.8	3.2	2.3	2.1	2.1	2.3	2.4	2.2
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.8	2.6
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	4.7	3.0	2.5	4.8
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	4.4	5.3	-	-
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	5.7	4.5	6.8	4.6
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	2.2	0.7	1.7	1.8
Multiprovince	2.2	2.7	3.1	3.1	4.0	-	3.0	3.0	-	3.0	-
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.8	2.8	3.1	2.8	2.8
Public Sector	1.9	2.5	3.2	3.5	3.1	3.0	2.7	2.8	2.9	4.3	3.0
Private Sector	2.7	2.4	3.0	3.2	2.4	2.0	2.5	2.3	3.1	2.7	2.2
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.5	1.0	1.3	2.1

Data for the month of July are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Utilities (1 agreement)	2,800	2.5	3.0	24	
Hydro-Québec, scientific and other professionals, province-wide, Que.	2,800	2.5	3.0	24	31/12/2003
Manufacturing (5 agreements)	8,620	2.2	1.8	43.5	
Alcan Smelters and Chemicals Ltd., plant and maintenance employees, Kitimat, B.C.	1,320	2.6 *	3.0	36	23/07/2005
Boeing Canada Technology Ltd., plant and maintenance employees, Winnipeg, Man.	700	4.8 *	5.1	36	10/07/2005
Iris Manufacturiers Bas Inc., production, Montréal, Que.	2,000	3.0	2.6	48	21/02/2006
Navistar International Corporation Canada, production, Chatham, Ont.	600	0.8 *	0.0	24	31/05/2004
Stelco Inc., production, Hamilton, Ont.	4,000	1.5 *	0.7	48	31/07/2006
Wholesale and Retail Trade (2 agreements)	3,850	2.3	0.5	36	
Automobile Industry Employers' Association Inc., hourly rated employees, Montréal, Que.	850	2.2	2.0	36	15/07/2005
Calgary Co-operative Association Limited, retail employees, Calgary, Alta.	3,000	2.3	0.0	36	17/07/2004
Transportation (1 agreement)	1,100	5.4	11.6	36	
Government of Canada, electronic technicians, Canada-wide	1,100	5.4	11.6	36	31/08/2004
Information and Culture (2 agreements)	3,520	2.9	2.9	36	
Pacific Newspapers Group Inc., (div. Southam Inc.), print media employees, Vancouver, B.C.	1,020	2.6	2.5	36	30/11/2004
Toronto Public Library Board, librarians, Toronto, Ont.	2,500	3.0	3.0	36	31/12/2004
Education, Health and Social Services (9 agreements)	17,080	3.3	4.2	26.3	
Calgary Roman Catholic Separate School District No. 1, elementary and secondary teachers, Calgary, Alta.	2,640	6.8	10.2	24	31/08/2003
Canadian Blood Services Centres, health service-non-professionals, London, Ont.	850	3.0	4.0	48	31/03/2005
Catholic District School Board of Eastern Ontario, elementary and secondary teachers, Smiths Falls, Ont.	850	2.9	3.0	24	31/08/2004
Chinook's Edge School Division No. 73, elementary and secondary teachers, Red Deer, Alta.	640	6.8	10.2	24	31/08/2003
Government of Quebec, ambulance technicians, province-wide, Que.	2,800	1.3	2.0	18	31/12/2003
Halton Catholic District School Board, elementary teachers, Burlington, Ont.	950	3.8	5.1	24	31/08/2004

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yyyy
Post-Secondary Employers' Association, support employees, province-wide, B.C.	3,050	1.9	2.4	15	30/06/2002
The Canadian Red Cross Society, health service-non-professionals, Essex County, Ont.	3,500	2.0	2.0	36	31/03/2005
University of Alberta, professors, Edmonton, Alta.	1,800	4.5	4.0	36	30/06/2005
Entertainment and Hospitality (2 agreements)	1,300	2.9	3.0	43.1	
Legacy Hotels Corporation (Royal York Hotel), hotel or restaurant employees, Toronto, Ont.	800	2.8	3.0	40	15/07/2005
Westin Harbour Castle, hotel or restaurant employees, Metropolitan Toronto, Ont.	500	3.0	3.0	48	31/05/2006
Public Administration (10 agreements)	29,580	2.6	2.9	34.5	
Canada Customs and Revenue Agency, auditors, Canada-Wide	10,000	2.6	2.8	30	21/12/2003
City of Prince George, outside and inside employees, Prince George, B.C.	500	2.3	2.0	36	31/12/2004
Hamilton Police Services, police officers, Hamilton, Ont.	990	3.0	2.9	36	31/12/2002
Parks Canada, administrative and program services, Canada-wide	4,780	2.6	3.2	39	04/08/2003
Regional Municipality of Niagara, office and clerical employees, Niagara Region, Ont.	710	3.0	3.0	36	31/12/2004
Toronto Police Services Board, office and clerical employees, Toronto, Ont.	900	3.5	3.5	36	31/12/2004
Toronto Police Services Board, police cadets, Toronto, Ont.	1,000	3.5	3.5	36	31/12/2004
Toronto Police Services Board, police officers, Toronto, Ont.	5,000	3.5	3.5	36	31/12/2004
Workers' Compensation Board of British Columbia, office and clerical employees, province-wide, B.C.	2,400	0.7	2.0	36	31/03/2005
Workplace Safety & Insurance Board, office and clerical employees, province-wide, Ont.	3,300	2.1	2.3	36	31/03/2005
Agreements with COLA (4 agreements)	6,620	2.0 *	1.6	42.2	
Agreements without COLA (28 agreements)	61,230	2.9	3.3	32.5	
All Agreements (32 agreements)	67,850	2.8	3.1	33.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	CO	Dec. 01
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Security and Investigation Agency (Qc.)	Steelworkers	8,020	TENT	June 02
•City of Toronto	CUPE	26,970	ARB	Dec. 01
•University of Toronto	various unions	5,140	B	Sept. 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
•Falconbridge	CAW	750	B	Sept. 02
•Regional Health Auth. of Manitoba	MGEU/CUPE	13,400	B/MED	Mar./Apr. 02
•INCO (Manitoba)	Steelworkers	1,050	B	Sept. 02
•Government of Saskatchewan	Teachers	12,150	CO	Aug. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Government of Nunavut	Teachers	640	B	June 02
•General Motors, Ford, DaimlerChrysler	CAW	46,000	B	Sept. 02

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 MWS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Year-to date Wage Data For Small, Medium and Large Size Bargaining Units

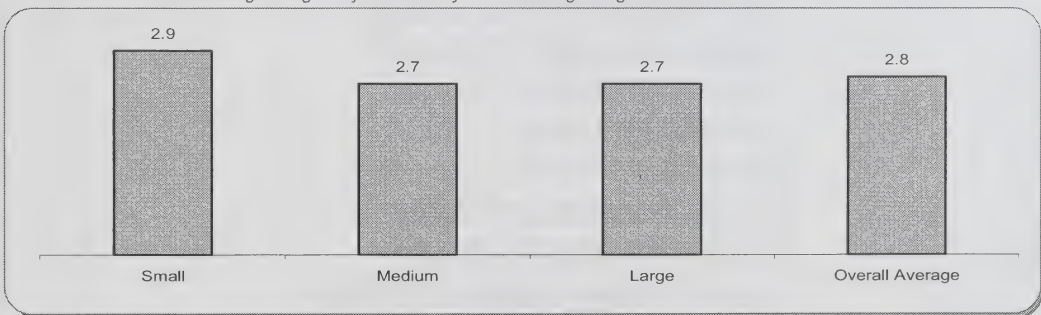
Among the 311 collective bargaining settlements reached in the year-to-date 2002, 91 settlements were in small bargaining units (between 100 and 499 employees), 143 were in medium bargaining units (500 to 1999 employees), and 77 were in large bargaining units with 2000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall **public sector** wage adjustment at **2.8 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector**.

Small bargaining units reported an average increase of **2.9 per cent**. **Public sector** settlements have provided an average increase of **3.2 per cent**, much higher than the **private sector** figure at **2.5 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.5 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia**. On an industry basis, the **Construction sector** represented by 2 agreements had the largest average increase at **4.7 per cent** while the **Primary Industries** sector reported the smallest increase at **1.4 per cent**.

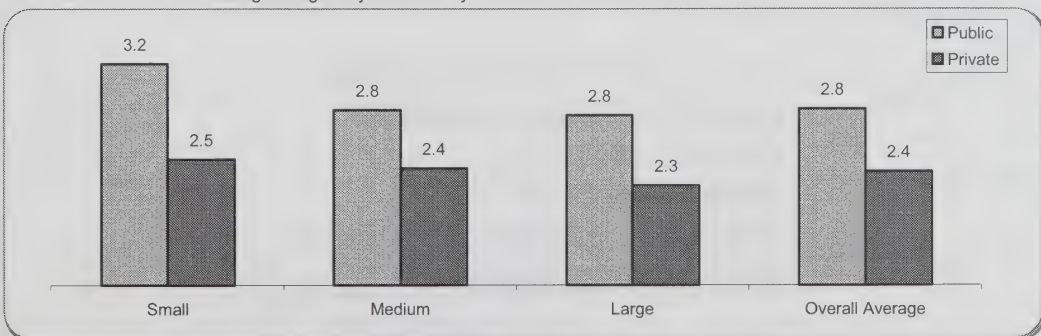
Medium bargaining units reported an average wage increase of **2.7 per cent**. **Public sector** settlements resulted in an average increase of **2.8 per cent**, higher than the **private sector** figure of **2.4 per cent**. On a regional/jurisdictional basis, the highest increase at **4.0 per cent** was recorded in the **Prairie Provinces** and the lowest, at **1.9 per cent**, in **British Columbia**. On an industry basis, the **Public Administration** sector reported the highest increase at **3.1 per cent** while the **Finance, Real Estate and Management Services** sector reported the lowest at **0.8 per cent**.

Large bargaining units reported an average wage increase of **2.7 per cent**. **Public sector** average wage increases of **2.8 per cent** are slightly higher than the **private sector** average of **2.6 per cent**. On a regional/jurisdictional basis, similarly to the small and medium bargaining units, the highest increase was reported in the **Prairie Provinces** with an average increase of **5.6 per cent** while **Quebec** reported the lowest increase at **2.1 per cent**. On an industry basis, the **Information and Culture** sector with 2 agreements covering 14,640 employees recorded the highest increase at **3.1 per cent**, while the lowest increase was in the **Wholesale and Retail Trade** sector at **1.8 per cent**.

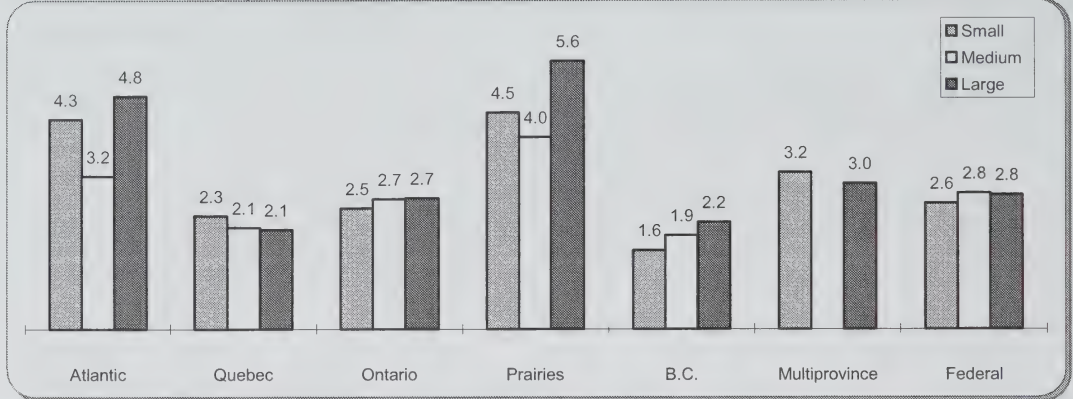
Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units



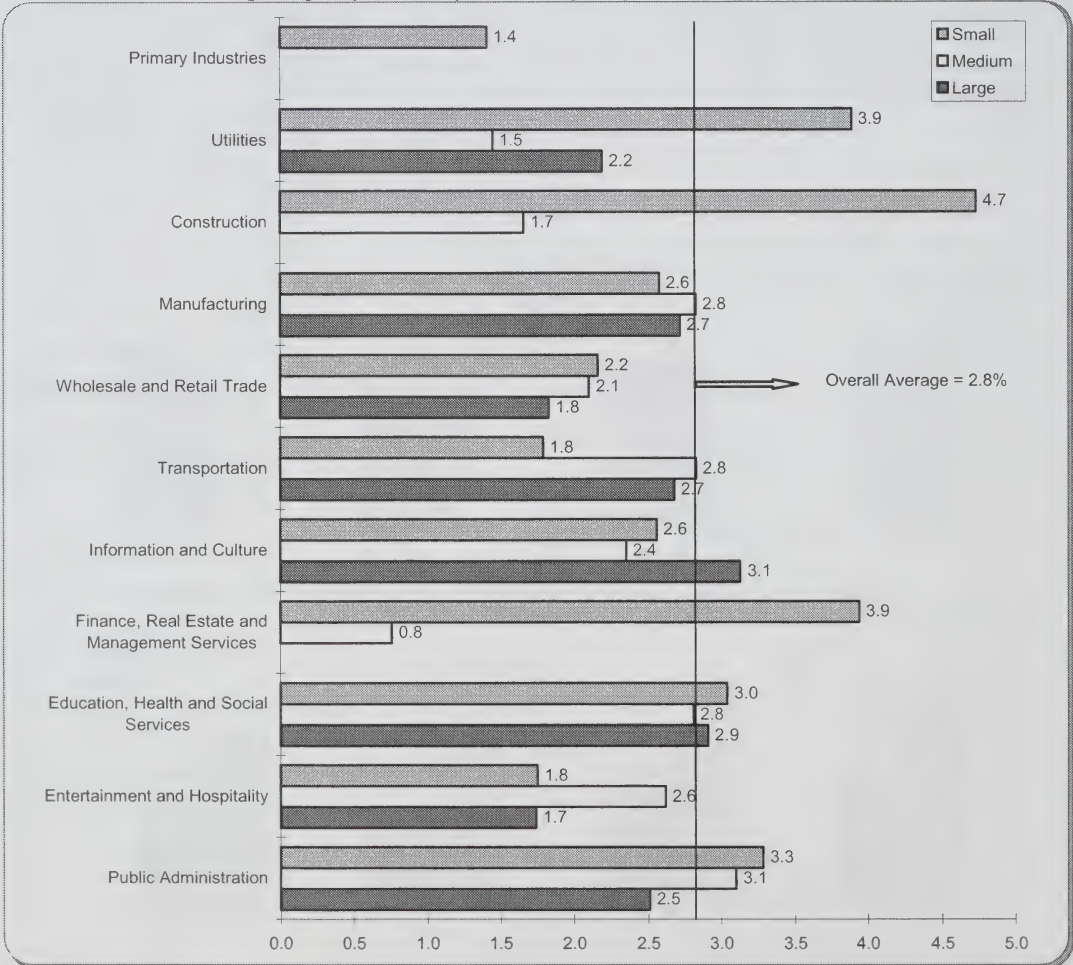
Year-to-date 2002 Percentage Wage Adjustments by Public and Private Sector



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JULY 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date dd/mm/yyyy
Construction (1 agreement)					
Association of Commercial & Industrial Contractors of P.E.I., plumbers and pipefitters, province-wide, P.E.I.	100	3.0	3.0	60	28/02/2007
Manufacturing (2 agreements)					
Carmeuse Lime (Beachville) Limited, heavy equipment operators, Ingersoll, Ont.	130	1.5 *	1.2	48	31/03/2006
L-3 Communications, Spar Aerospace Limited, aircraft maintenance, Edmonton, Alta.	350	3.0	3.0	24	31/03/2004
Transportation (1 agreement)					
Imperial Parking Limited, parking attendants, Metropolitan Toronto, Ont.	230	1.5	1.5	36	31/05/2005
Information and Culture (2 agreements)					
Canada Science and Technology Museum Corporation, museum employees, Ottawa, Ont.	220	3.2	3.2	12	31/03/2003
Northwestel Inc., plant and maintenance employees, territory-wide	380	4.0	4.0	36	31/12/2004
Finance, Real Estate, Management Services (1 agreement)					
Serco Facilities Management Inc., administrative and support employees, Goose Bay, Nfld. and Lab.	290	3.2	6.1	69	31/03/2008
Education, Health and Social Services (7 agreements)					
Board of Trustees of Grande Prairie Public School District 2357, support employees, Grande Prairie, Alta.	160	3.3	3.5	24	31/08/2003
Holland Christian Homes Inc., health service-non-professionals, Brampton, Ont.	230	2.9	2.5	36	30/06/2005
Hotel-Dieu Grace Hospital, office and clerical employees, Windsor, Ont.	230	2.8	2.5	36	31/03/2004
Living Waters CRD No 42, elementary and secondary teachers, Whitecourt, Alta.	140	6.8	10.2	24	31/08/2003
Livingstone Range School Division No. 68, elementary and secondary teachers, Claresholm, Alta.	290	6.8	10.2	24	31/08/2003
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	360	6.8	10.2	24	31/08/2003
University of Lethbridge, office and clerical employees, Lethbridge, Alta.	330	4.0	4.0	24	30/06/2004
Entertainment and Hospitality (1 agreement)					
Cara Operations (Alberta) Limited (airline services div.), hotel or restaurant employees, Nisku, Alta.	140	2.0	1.5	36	25/07/2005
Public Administration (2 agreements)					
Office of the Superintendent of Financial Institutions, professionals employees, Ottawa, Ont.	270	2.8	2.9	24	31/12/2003
Workplace Health, Safety & Compensation Commission, office and clerical employees, province-wide, N.B.	100	2.8	3.0	36	31/12/2004

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

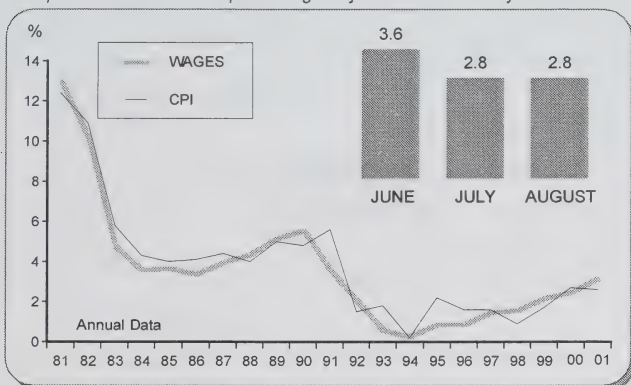
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or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-int@hrdc-drhc.gc.ca



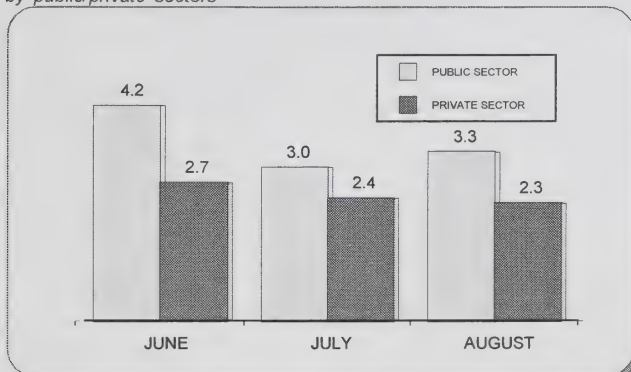
The Wage Settlements Bulletin

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Volume 13, Issue 10

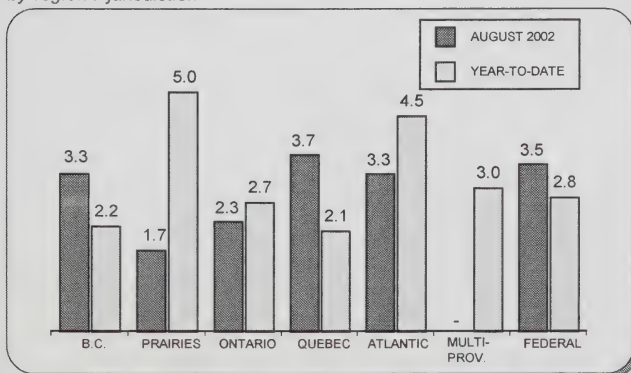
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2002

Major collective bargaining settlements reached in **August 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is the same figure as in the previous month, and lower than the 3.1 per cent average recorded for the year 2001 as a whole. The August 2002 results are based on a review of only 13 settlements reached in the period, with a coverage of 15,410 employees.

When the parties to the August settlements previously negotiated, contract duration averaged 44 months, and the resulting wage adjustments averaged 2.1 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 45 months.

Wage increases in the first eight months of 2002 (January to August) averaged 2.7 per cent for 739,455 employees in 236 major settlements.

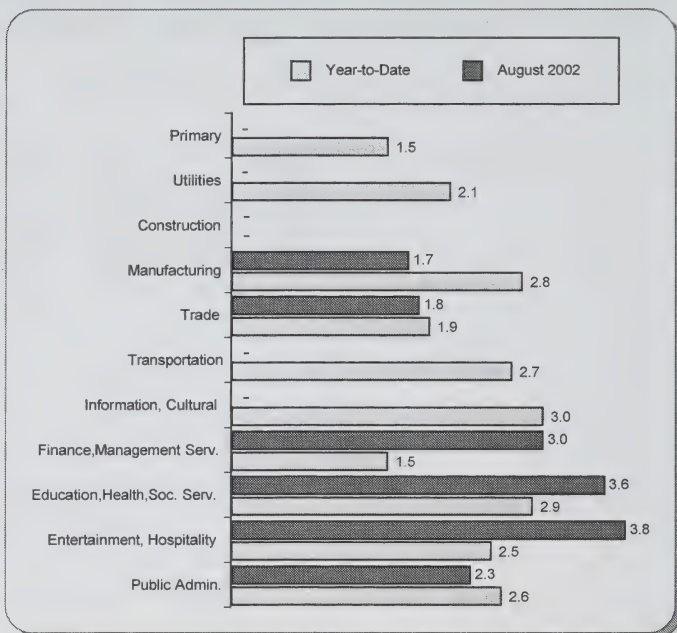
In August 2002, 7 of 13 agreements settled were in the public sector (53.8 per cent of agreements and 44.3 per cent of employees). Wage increases in the **public sector** averaged **3.3 per cent** and **2.3 per cent** in the **private sector**.

The private-sector figure was more moderate due in large part to a retail trade sector settlement, *No Frills Franchise Stores* in Ontario, providing 5,200 employees with wage gains averaging 1.8 per cent. The public-sector figure on the other hand was influenced by 2 health sector agreements in New Brunswick (para-medics) and in British Columbia (nurses), averaging 4.3 per cent and 5.4 per cent respectively.

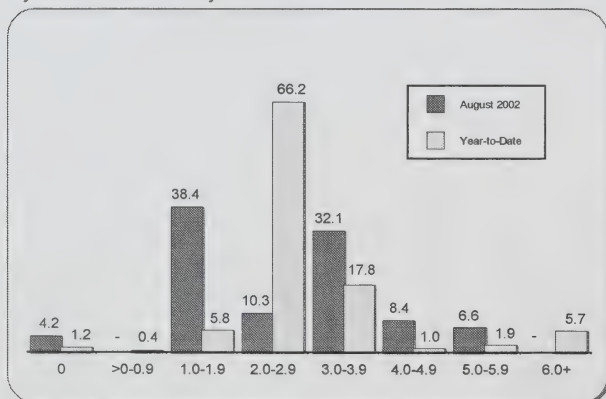
On a regional/jurisdictional basis, the smallest increase in August was in the **Prairie provinces** (1.7 per cent for 710 employees in a single agreement). The largest wage gains were in **Quebec** averaging **3.7 per cent** for 680 employees in a single agreement. In the **Federal Jurisdiction**, 2 agreements provided 1,730 employees with wage increases averaging **3.5 per cent**. In the **Atlantic provinces**, 3 agreements provided 2,880 employees with wage increases averaging **3.3 per cent**; in **British Columbia**, wage increases also averaged **3.3 per cent** for 1,670 employees in 2 agreements. The largest concentration of employees was in **Ontario**, with 7,740 employees in 4 agreements receiving wage adjustments averaging **2.3 per cent**.

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest wage increase was in **entertainment and hospitality**; in this sector, 1,970 employees in 3 agreements averaged increases of **3.8 per cent**. The second largest wage gain was in **education, health and social services** where 5 agreements provided 5,150 employees with wage gains averaging **3.6 per cent**. In the **finance** sector, a single agreement provided 700 employees with a wage increase averaging **3.0 per cent**. These increases were moderated in large part by a single agreement in the **trade** sector providing 5,200 employees with a wage gain averaging **1.8 per cent** (*No Frills Franchise Stores*). The smallest average wage increase was reported in the **manufacturing** sector at **1.7 per cent** (covering 710 employees in a single agreement). In **public administration**, wage gains averaged **2.3 per cent** for 1,680 employees in 2 settlements.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	3	2,880
Quebec	1	680
Ontario	4	7,740
Prairie Provinces	1	710
British Columbia	2	1,670
Multiprovince	-	-
Federal	2	1,730

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001		2002		Year to	2002		
				3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.4	3.0	2.9	2.6	2.7	3.6	2.8	2.8
Non-COLA	2.0	2.5	3.2	3.2	3.0	3.0	2.6	2.8	3.6	2.9	2.6
COLA	3.6	2.3	2.8	4.2	2.3	2.1	2.4	2.3	4.2	2.1	5.4
First Year Increase	1.9	2.3	3.4	3.7	3.0	2.9	2.9	2.9	4.2	3.2	3.2
Non-COLA	1.7	2.3	3.4	3.3	3.2	2.9	2.9	3.0	4.2	3.3	2.9
COLA	3.4	2.4	3.3	5.4	0.7	1.5	2.1	2.0	4.4	1.9	7.2
Industries											
Primary	2.3	1.8	2.6	2.4	2.3	-	1.5	1.5	-	-	-
Utilities	1.8	3.5	2.5	2.4	2.4	3.3	0.7	2.1	-	2.5	-
Construction	2.0	3.6	3.2	3.3	3.4	-	-	-	-	-	-
Manufacturing	3.6	2.6	2.5	2.7	2.1	2.7	3.1	2.8	2.7	2.3	1.7
Wholesale and Retail Trade	1.3	1.7	1.6	1.7	1.3	1.6	2.2	1.9	3.4	2.3	1.8
Transportation	2.8	2.4	2.8	3.0	2.0	2.4	2.7	2.7	1.6	5.4	-
Information and Cultural Industries	2.5	2.9	3.2	2.8	2.9	3.0	3.0	3.0	3.2	2.9	-
Finance, Management Services	2.8	1.8	2.2	3.1	1.4	2.0	0.0	1.5	0.0	-	3.0
Education, Health, Social Services	1.8	2.6	3.3	3.8	3.1	3.1	2.8	2.9	5.2	3.6	3.6
Entertainment, Hospitality Industry	2.6	3.0	4.0	2.7	-	2.2	1.9	2.5	1.7	2.9	3.8
Public Administration	2.2	2.3	3.0	3.0	3.1	2.8	2.4	2.6	2.3	2.6	2.3
Jurisdictions											
Newfoundland and Labrador	1.7	3.3	5.0	5.0	5.1	7.5	6.0	6.7	5.0	-	-
Prince Edward Island	2.7	2.2	3.1	3.1	3.3	-	3.2	3.2	-	-	-
Nova Scotia	2.1	2.2	3.7	4.5	3.7	2.5	2.3	2.4	-	-	2.4
New Brunswick	2.4	2.8	3.4	3.3	3.6	3.1	2.3	2.9	2.0	-	3.6
Quebec	1.6	2.4	2.8	2.8	3.2	2.5	2.1	2.1	2.4	2.6	3.7
Ontario	2.2	2.6	2.9	2.9	2.6	2.7	2.8	2.7	2.8	2.7	2.3
Manitoba	2.5	2.6	2.4	2.4	3.0	2.8	5.4	4.6	2.5	4.9	1.7
Saskatchewan	2.0	3.5	2.9	2.8	3.0	3.6	4.7	4.4	-	-	-
Alberta	4.0	4.5	5.1	5.1	4.4	6.8	6.1	5.7	6.8	4.6	-
British Columbia	0.8	1.6	2.7	4.0	2.3	2.5	1.0	2.2	1.7	1.8	3.3
Multi-Province	2.2	2.7	3.1	3.1	4.0	-	3.0	3.0	3.0	-	-
Federal Jurisdiction	2.8	2.2	3.0	3.6	2.8	2.8	2.8	2.8	2.8	2.8	3.5
Public Sector	1.9	2.5	3.2	3.5	3.1	3.1	2.7	2.8	4.2	3.0	3.3
Private Sector	2.7	2.4	3.0	3.2	2.4	2.0	2.5	2.3	2.7	2.4	2.3
Consumer Price Index	1.7	2.7	2.6	2.7	1.1	1.5	1.3	1.7	1.3	2.1	2.6

Data for the month of August are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (1 agreement)	710	1.7	0.0	48.0	
Western Glove Works Ltd., plant and maintenance employees, Winnipeg, Man.	710	1.7	0.0	48.0	2005-08-17
Wholesale and Retail Trade (1 agreement)	5,200	1.8	1.8	54.0	
No Frills Franchise Stores, retail employees, province-wide, Ont.	5,200	1.8	1.8	54.0	2007-01-09
Finance, Real Estate, Management Services (1 agreement)	700	3.0	2.7	48.0	
Brink's Canada Limited, armoured car services, province-wide, Ont.	700	3.0	2.7	48.0	2006-08-27
Education, Health and Social Services (5 agreements)	5,150	3.6	5.0	40.9	
Dalhousie University, support employees, Halifax, N.S.	790	2.4	2.0	36.0	2004-06-30
Government of British Columbia, nurses, province-wide, B.C.	1,020	5.4 *	7.2	36.0	2004-12-31
Government of New Brunswick, health and social care professionals, province-wide, N.B.	800	2.5	3.5	48.0	2004-12-31
Government of New Brunswick, para-medical technical employees, province-wide, N.B.	1,290	4.3	7.8	48.0	2004-12-31
York University, office and clerical employees, Toronto, Ont.	1,250	3.0	3.0	36.0	2005-07-31
Entertainment and Hospitality (3 agreements)	1,970	3.8	3.9	43.9	
Canadian Pacific Hotels/Hotel Legacy Corp.(Queen Elizabeth), hotel or restaurant employees, Montréal, Que.	680	3.7	3.4	36.0	2005-06-30
Delta Chelsea Hotel, hotel or restaurant employees, Toronto, Ont.	590	3.8	4.2	48.0	2006-01-31
Sheraton Centre Hotel & Towers, hotel or restaurant employees, Toronto, Ont.	700	3.8	4.2	48.0	2006-01-31
Public Administration (2 agreements)	1,680	2.3	3.1	28.6	
British Columbia Buildings Corporation, building maintenance, province-wide, B.C.	650	0.0	0.0	36.0	2005-04-30
Government of Canada, foreign service officers, Canada and abroad	1,030	3.8	5.1	24.0	2003-06-30
Agreements with COLA (1 agreement)	1,020	5.4 *	7.2	36.0	
Agreements without COLA (12 agreements)	14,390	2.6	2.9	45.6	
All Agreements (13 agreements)	15,410	2.8	3.2	45.0	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	21,180	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•VIA	BLE	500	MED	Dec. 00
•Government of Nova Scotia	Teachers	10,600	MED	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•City of Toronto	CUPE	26,970	ARB	Dec. 01
•University of Toronto	various unions	5,140	B	Sept. 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	PAIRO/OPSEU	7,300	TENT/B	Mar. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Government of Nunavut	Teachers	640	B	June 02
•DaimlerChrysler	CAW	12,700	B	Sept. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-date Wage Data For Small, Medium and Large Size Bargaining Units

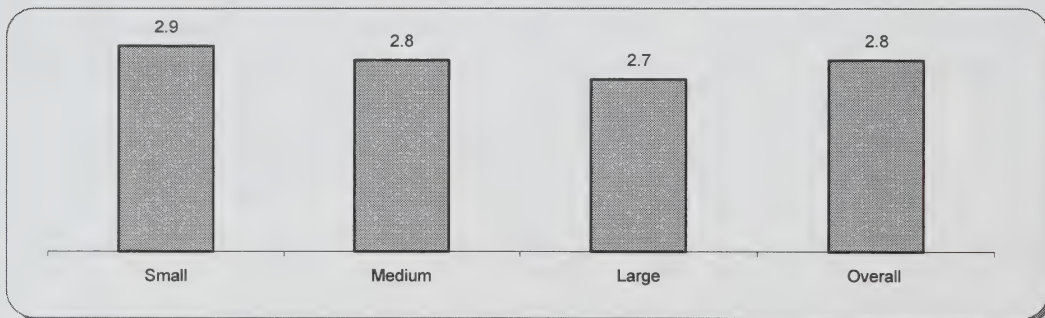
Among the 338 collective bargaining settlements reached in the year-to-date 2002, 102 settlements were in small bargaining units (between 100 and 499 employees), 159 were in medium bargaining units (500 to 1999 employees), and 77 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall **public sector** wage adjustment at 2.9 per cent was higher than the figure of 2.4 per cent reported for the **private sector**.

Small bargaining units reported an average increase of 2.9 per cent. **Public sector** settlements have provided an average increase of 3.2 per cent, much higher than the **private sector** figure at 2.4 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 4.6 per cent in the **Prairie Provinces** to a low of 1.6 per cent in **British Columbia**. On an industry basis, the **Construction** sector represented by 6 agreements had the largest average increase at 4.7 per cent while the **Primary Industries** sector reported the smallest increase at 1.6 per cent.

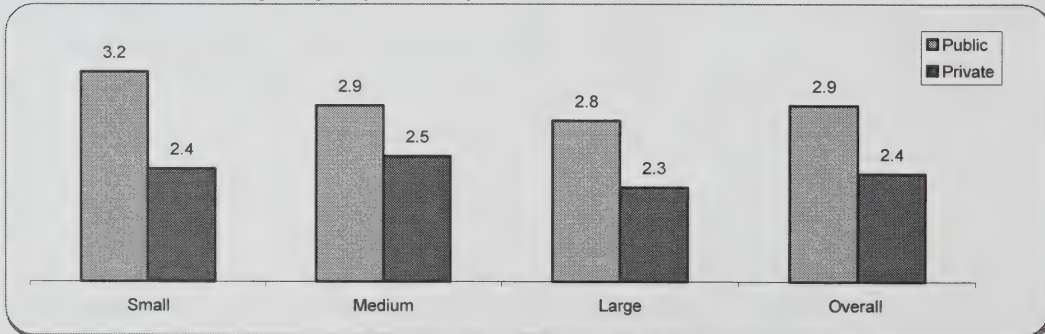
Medium bargaining units reported an average wage increase of 2.8 per cent. **Public sector** settlements resulted in an average increase of 2.9 per cent, higher than the **private sector** figure of 2.5 per cent. On a regional/jurisdictional basis, the highest increase at 4.0 per cent was recorded in the **Prairie Provinces** and the lowest, at 2.2 per cent, in **British Columbia and Quebec**. On an industry basis, the **Public Administration** sector reported the highest increase at 3.0 per cent while the **Finance, Real Estate and Management Services** sector reported the lowest at 1.5 per cent.

Large bargaining units reported an average wage increase of 2.7 per cent. **Public sector** average wage increases of 2.8 per cent are higher than the **private sector** average of 2.3 per cent. On a regional/jurisdictional basis, similarly to the small and medium bargaining units, the highest increase was reported in the **Prairie Provinces** with an average increase of 5.6 per cent while **Quebec** reported the lowest increase at 2.1 per cent. On an industry basis, the **Information and Culture** sector reported the highest increase at 3.1 per cent, while the lowest increase was in the **Wholesale and Retail Trade** sector at 1.8 per cent.

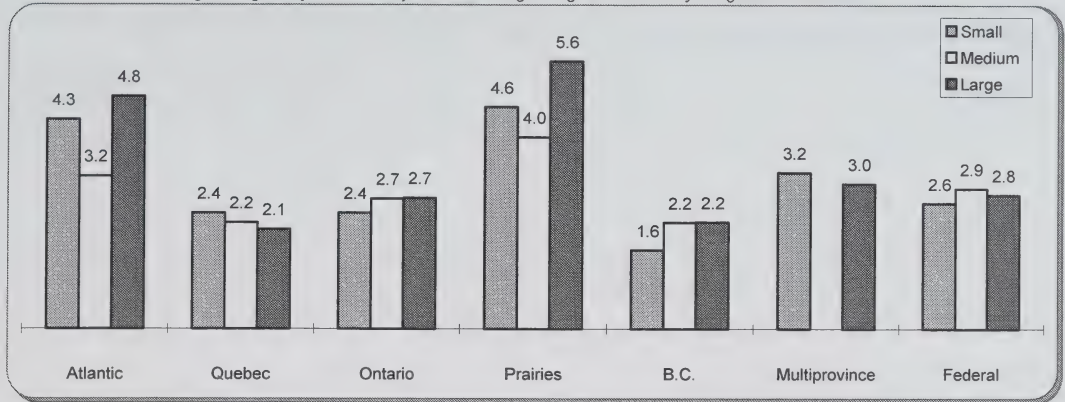
Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units



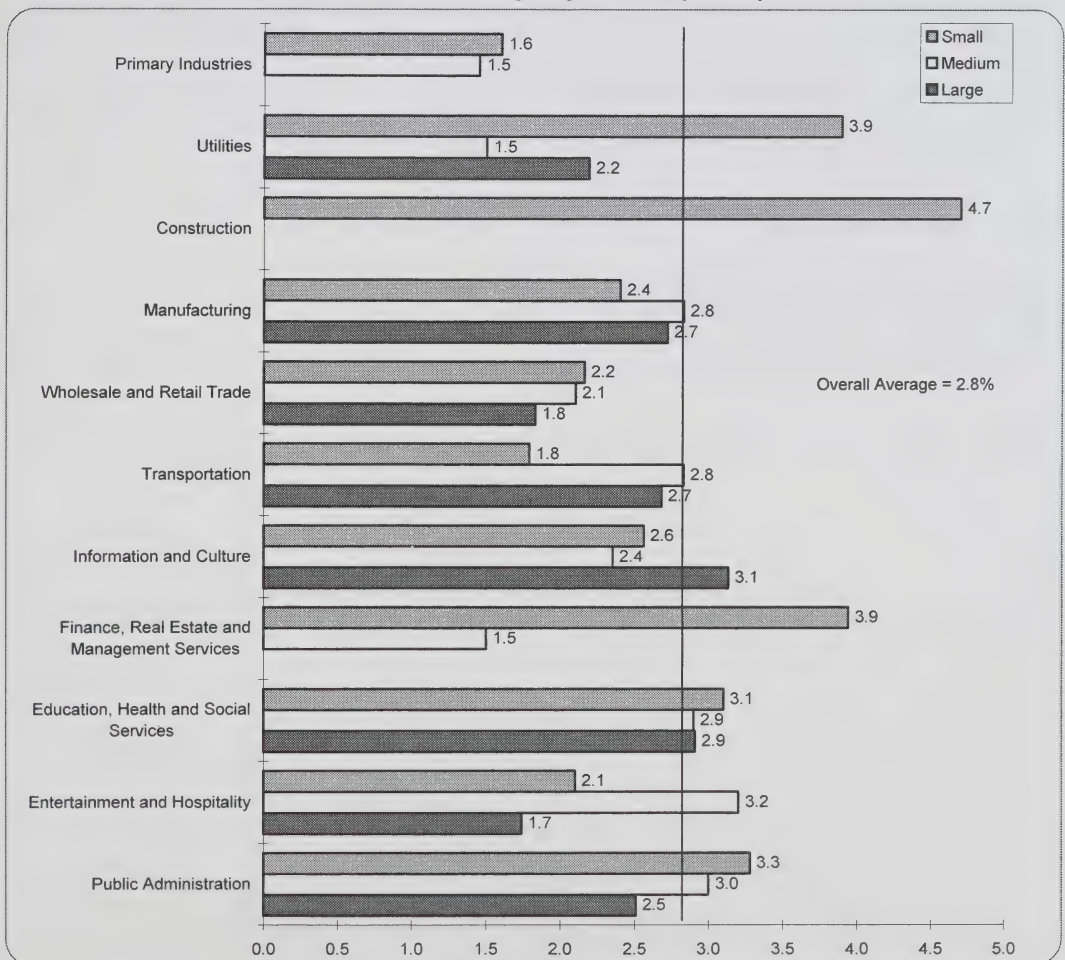
Year-to-date 2002 Percentage Wage Adjustments by Public and Private Sector



Year-to-date Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Potash Corporation of Saskatchewan Inc. (Allan Div.), mine employees, Allan, Sask.	200	2.8	3.0	36.0	2005-04-30
Potash Corporation of Saskatchewan Inc. (Cory Division), mine employees, Saskatchewan	150	2.8	3.0	36.0	2005-04-30
Manufacturing (2 agreements)					
Flextronics, Canadian Manufacturing Operations Toronto, production, Mississauga, Ont.	210	0.0	0.0	12.0	2003-08-31
St. Mary's Cement Company, St. Mary's Plant, plant and maintenance employees, St. Marys, Ont.	110	2.0 *	2.0	36.0	2005-07-31
Education, Health and Social Services (3 agreements)					
Durham Catholic District School Board, custodial, Durham, Ont.	170	2.2	4.5	24.0	2003-08-31
Fort McMurray School District No. 2833, elementary and secondary teachers, Fort McMurray, Alta.	260	6.8	10.2	24.0	2003-08-31
Greater Essex County District School Board, office and technical employees, Windsor, Ont.	250	2.0	2.0	24.0	2003-08-31
Entertainment and Hospitality (2 agreements)					
Delta Bessborough, hotel or restaurant employees, Saskatoon, Sask.	140	2.7	3.0	36.0	2005-07-31
Hunsons Hospitality Corporation (Crowne Plaza Metro Centre), hotel or restaurant employees, Montréal, Que.	120	3.3	3.0	36.0	2005-06-30
Public Administration (1 agreement)					
City of St. Catharines, outside employees, St. Catharines, Ont.	180	3.2	3.3	36.0	2004-12-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca



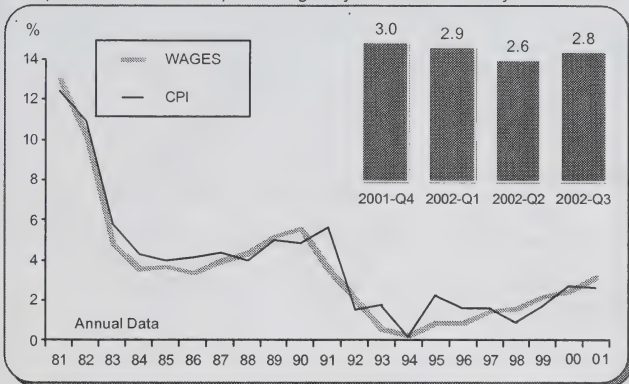
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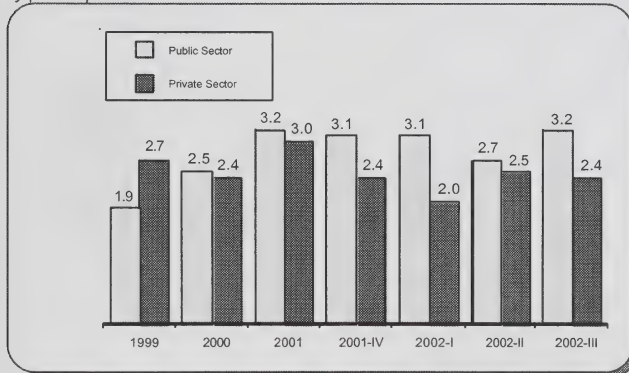
The Wage Settlements Bulletin

November 2002
Volume 13, Issue 11

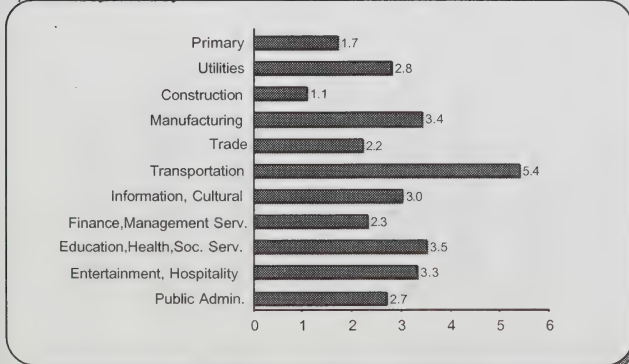
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements in the third quarter, by industry



Wage Data for the Third Quarter 2002

Major collective bargaining settlements reached in the **third quarter 2002** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is slightly higher than the 2.6 per cent figure recorded in the previous quarter but lower than the 3.1 per cent average recorded for the year 2001 as a whole. The third quarter 2002 results are based on a review of 85 settlements reached in the period, with a coverage of 182,470 employees.

When the parties to the third quarter settlements previously negotiated, contract duration averaged 37.5 months, and the resulting wage adjustments averaged 2.3 per cent compared to the 2.8 per cent in their current round of settlements and an average contract duration of 37.1 months.

Wage increases in the first nine months of 2002 (January to September) averaged 2.7 per cent for 841,265 employees in 277 major settlements.

In the third quarter 2002, the majority of agreements settled (52.9%) and employees covered (55.3%) were in the public sector. Wage increases in the **public sector** averaged **3.2 per cent** for 100,940 employees in 45 agreements and in the **private sector**, **2.4 per cent** for 81,530 employees in 40 agreements.

The private-sector figure was more moderate due in large part to the many B.C. Construction settlements providing 21,300 workers with relatively low wage increases ranging from 0.4 per cent to 1.5 per cent. Also, 8,020 security guards in Quebec with the *Agence de sécurité et d'investigation* received wage gains of 2.3 per cent and a retail trade sector settlement, *No Frills Franchise Stores* in Ontario, provided 5,200 employees with wage gains averaging 1.8 per cent. On the other hand, 4 General Motors agreements provided 17,870 employees with wage increases averaging 4.0 per cent.

The public-sector figure was influenced by various health sector settlements in the Atlantic provinces, in Ontario, in Manitoba and in British

(continued on page 4)

Wage Data for September 2002

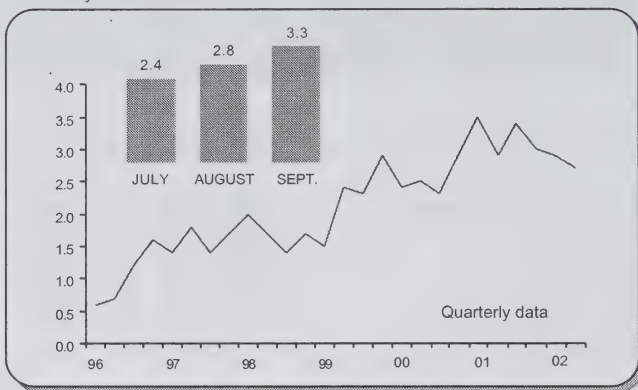
Base rate wage adjustments from major collective bargaining settlements reached in **September 2002** averaged **3.3 per cent** annually over the contract term, up from the 2.8 per cent average in the previous month and the 3.1 per cent annual figure for 2001 as a whole. The results for September 2002 are based on a review of 28 settlements covering 75,940 employees.

When the parties to these settlements previously negotiated, contract duration averaged 39 months and the resulting wage adjustments averaged 3.2 per cent, compared to the 3.3 per cent in their current round of settlements and average contract duration of 35 months.

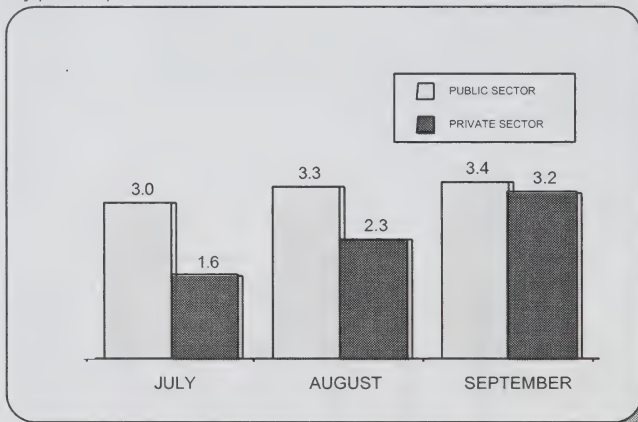
Wage gains in September were slightly higher in the **public sector (3.4 per cent)** than in the **private sector (3.2 per cent)**. Private sector wage adjustments for September were influenced in large part by 4 General Motors settlements averaging 4.0 per cent.

On a regional/jurisdictional basis, wage adjustments in September were largest in the multiprovince region at 4.3 per cent recorded in a single agreement (*Finning International*); wage adjustments were lowest in Quebec in another single agreement (*Agence de sécurité et d'investigation*) providing 8,020 security guards with a wage gain of 2.3 per cent. The largest concentration of employees was in the Prairies with 30,740 workers receiving wage increases of 3.5 per cent in 7 agreements. In the Federal jurisdiction wage increases averaged 3.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

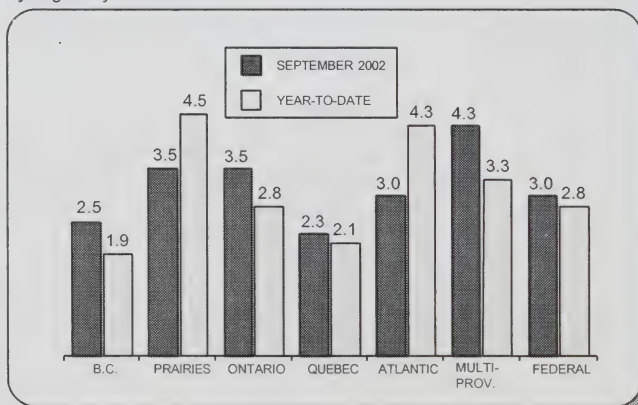
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

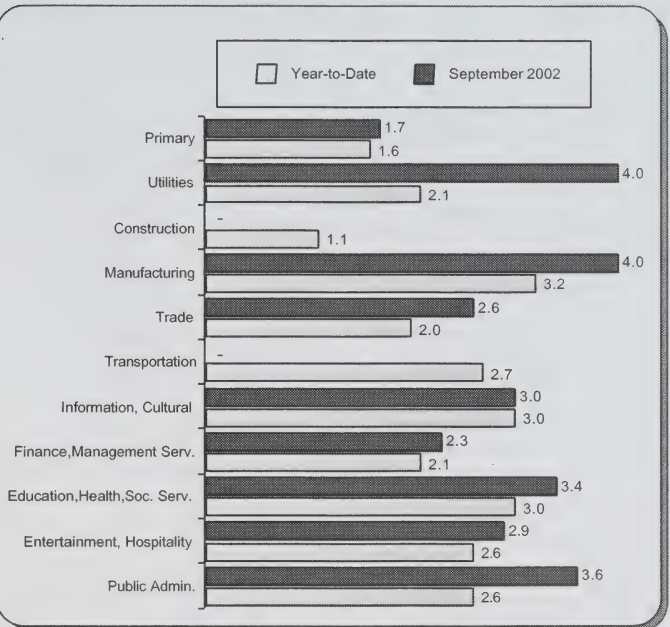


Base rate percentage adjustments from major settlements, by region / jurisdiction

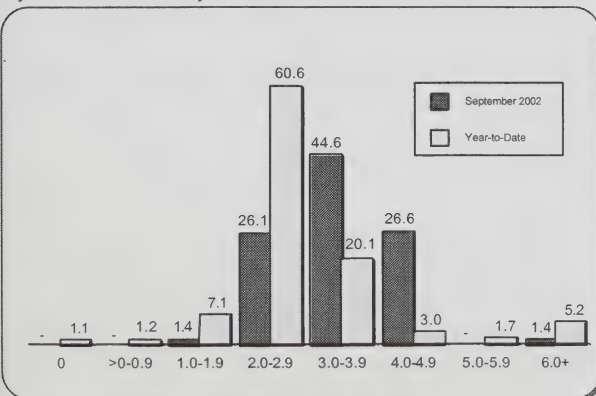


On an industry basis, the largest wage increase was in **utilities** and in **manufacturing** at **4.0 per cent**; in utilities, there were 610 employees in a single agreement and in manufacturing 19,620 employees in 7 agreements. The second largest wage gain was in **public administration** where 2 agreements provided 1,590 employees with wage gains averaging **3.6 per cent**. The largest concentration of employees was in **education, health and social services** with 35,100 employees receiving wage increases averaging **3.4 per cent** in 10 agreements. The smallest average wage increase was reported in **primary industries** at **1.7 per cent** (covering 1,730 employees in 2 agreements). The increases in the remaining sectors are itemized on the adjoining chart.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	2	4,030
Quebec	1	8,020
Ontario	13	27,530
Prairie Provinces	7	30,740
British Columbia	2	1,050
Multiprovince	1	1,020
Federal	2	3,550

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001	2002				2002			Year to
				4	1	2	3		Jul	Aug	Sept	Date*
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.0	2.8	2.9	2.8		2.4	2.8	3.3	2.7
Non-COLA	2.0	2.5	3.2	3.2	2.9	2.9	2.8		2.4	2.6	3.1	2.7
COLA	3.6	2.3	2.8	0.7	1.5	2.0	3.2		2.1	5.4	3.8	3.0
First Year Increase	1.9	2.3	3.4	3.0	4.3	2.9	3.7		2.3	2.9	3.4	2.9
Non-COLA	1.7	2.3	3.5	3.2	4.5	3.1	3.3		2.4	2.7	3.4	2.9
COLA	3.4	2.4	3.3	0.7	3.9	2.3	5.5		1.9	7.2	3.3	2.6
Industries												
Primary	2.2	1.8	2.6	2.3	-	1.5	1.7		-	-	1.7	1.6
Utilities	1.9	3.5	2.5	2.4	3.3	0.7	2.8		2.5	-	4.0	2.1
Construction	1.9	3.6	3.2	3.4	-	-	1.1		1.1	-	-	1.1
Manufacturing	3.6	2.6	2.5	2.1	2.7	3.0	3.4		2.3	1.7	4.0	3.2
Wholesale and Retail Trade	1.3	1.7	1.6	1.3	1.6	2.2	2.2		2.3	1.8	2.6	2.0
Transportation	2.8	2.4	2.9	2.0	2.4	2.7	5.4		5.4	-	-	2.7
Information and Cultural Industries	2.5	2.9	3.2	2.9	3.0	3.0	3.0		2.9	-	3.0	3.0
Finance, Management Services	2.8	1.8	2.2	1.4	2.0	0.0	2.3		-	3.0	2.3	2.1
Education, Health, Social Services	1.8	2.6	3.3	3.1	3.1	2.8	3.5		3.6	3.5	3.4	3.0
Entertainment, Hospitality Industry	2.6	3.0	4.0	-	2.2	1.9	3.3		2.9	3.6	2.9	2.6
Public Administration	2.2	2.3	3.0	3.1	2.8	2.4	2.7		2.6	3.0	3.6	2.6
Jurisdictions												
Newfoundland and Labrador	1.7	3.3	5.0	5.1	7.5	6.0	-		-	-	-	6.7
Prince Edward Island	2.7	2.2	3.1	3.3	-	3.2	6.0		-	-	6.0	4.9
Nova Scotia	2.1	2.2	3.7	3.7	2.5	2.3	2.1		-	2.4	2.0	2.3
New Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2		-	3.2	-	2.8
Quebec	1.7	2.4	2.8	3.2	2.5	2.1	2.5		2.6	3.7	2.3	2.1
Ontario	2.2	2.6	2.9	2.6	2.7	2.8	3.0		2.7	2.6	3.5	2.8
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0		5.0	1.7	2.9	4.0
Saskatchewan	2.0	3.5	2.9	3.0	3.6	4.7	3.9		-	-	3.9	4.2
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4		4.6	-	3.9	5.5
British Columbia	0.8	1.6	2.7	2.3	2.5	1.0	1.4		1.3	3.2	2.5	1.9
Multiprovince	2.2	2.7	3.1	4.0	-	3.0	4.3		-	-	4.3	3.3
Federal Jurisdiction	2.8	2.2	3.0	2.8	2.8	2.8	2.9		2.8	3.5	3.0	2.8
Public Sector	1.9	2.5	3.2	3.1	3.1	2.7	3.2		3.0	3.3	3.4	2.8
Private Sector	2.7	2.4	3.0	2.4	2.0	2.5	2.4		1.6	2.3	3.2	2.4
Consumer Price Index	1.7	2.7	2.6	1.1	1.5	1.3	2.3		2.1	2.6	2.3	2.0

Data for the month of September are preliminary.

cont'd from page 1

Columbia. The *Government of Saskatchewan* provided 12,400 teachers with wage gains averaging 3.9 per cent. The *Canada Customs and Revenue Agency* also provided 10,000 employees with a wage increase averaging 2.6 per cent.

On a regional/jurisdictional basis, the smallest increase in the third quarter was in **British Columbia (1.4 per cent)** for 34,080 employees in 20 agreements, influenced largely by the construc-

tion settlements). The largest wage gain was recorded in the **Multiprovince** jurisdiction at **4.3 per cent** for 1,020 employees in a single agreement (*Finning International*). The largest concentration of employees was in **Ontario**, with 64,720 employees in 34 agreements receiving wage adjustments averaging **3.0 per cent**.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (2 agreements)	1,730	1.7	1.6	36	
Falconbridge Limited, Kidd Metallurgical Division, smelting and refinery employees, Timmins, Ont.	680	2.2 *	2.0	36	2005-09-30
Inco Limited, mine employees, Thompson, Man.	1,050	1.4 *	1.3	36	2005-09-15
Utilities (1 agreement)	610	4.0	4.0	24	
Epcor Utilities Inc., utility workers, Edmonton, Alta.	610	4.0	4.0	24	2003-12-29
Manufacturing (7 agreements)	19,620	4.0	3.5	36.7	
Babcock & Wilcox Canada, plant and maintenance employees, Cambridge, Ont.	500	3.0	3.0	36	2005-08-31
Bombardier Transportation, Mass Transit-North America, production, Thunder Bay, Ont.	700	4.0 *	1.7	36	2005-05-31
General Motors of Canada Limited, plant and maintenance employees, London, Ont.	1,460	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, Oshawa, Ont.	9,980	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, St. Catharines, Ont.	4,730	4.0 *	3.6	36	2005-09-20
General Motors of Canada Limited, plant and maintenance employees, Windsor, Ont.	1,700	4.0 *	3.6	36	2005-09-20
NorskeCanada Limited, mill employees, Campbell River, B.C.	550	2.2	2.5	60	2008-04-30
Wholesale and Retail Trade (2 agreements)	5,220	2.6	3.0	55.3	
Finning (Canada) Division of Finning International Inc., truck drivers, multiprovince	1,020	4.3	5.0	36	2005-04-30
Fortino's Supermarket Ltd., retail employees, Hamilton, Ont.	4,200	2.1	2.5	60	2007-06-12
Information and Culture (2 agreements)	3,550	3.0	3.0	27.8	
Canadian Broadcasting Corporation, administrative services employees, Canada-Wide	690	3.1	3.0	27	2004-03-31
Canadian Broadcasting Corporation, broadcast and TV employees, Canada-Wide	2,860	3.0	3.0	28	2004-03-31
Finance, Real Estate, Management Services (1 agreement)	8,020	2.3	2.1	60	
Security & Investigation Agency of Eastern Quebec Inc., security guards, province-wide, Que.	8,020	2.3	2.1	60	2007-06-30
Education, Health and Social Services (10 agreements)	35,100	3.4	3.7	27.5	
Deer Lodge Centre, Inc., non-medical employees, Winnipeg, Man.	500	3.1	3.0	26	2004-05-31
Government of Saskatchewan, elementary and secondary teachers, province-wide, Sask.	12,400	3.9	4.9	24	2004-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Governors of the University of Alberta, administrative and support employees, Edmonton, Alta.	4,300	3.9	4.0	37	2005-04-30
Lambton Kent District School Board, custodial, Sarnia, Ont.	630	2.5	2.5	28	2004-12-31
Niagara Catholic District School Board, secondary teachers, Welland, Ont.	510	2.2	1.8	24	2004-08-31
Nova Scotia Association of Health Organizations, health service-non-professionals, province-wide, N.S.	3,000	2.0	2.0	36	2004-03-31
Regional Health Authorities of Manitoba, office, technical and maintenance employees, province-wide, Man.	11,000	3.0	3.0	26	2004-06-30
Regional Health Authorities of Prince Edward Island, nurses, province-wide, P.E.I.	1,030	6.0	6.0	36	2005-03-31
University of Western Ontario, teaching assistants, London, Ont.	1,200	2.2	2.2	24	2004-08-31
Waterloo Region District School Board, support employees, Kitchener, Ont.	530	2.4	2.4	12	2002-08-31
Entertainment and Hospitality (1 agreement)	500	2.9	2.8	36	
Canadian Pacific Hotels Corporation (Empress Hotel), hotel or restaurant employees, Victoria, B.C.	500	2.9	2.8	36	2005-08-31
Public Administration (2 agreements)	1,590	3.6	4.0	26.7	
City of Winnipeg, firefighters, Winnipeg, Man.	880	3.5	4.0	24	2003-12-26
Regional Municipality of Waterloo, office and clerical employees, Waterloo, Ont.	710	3.6	4.0	30	2004-06-30
Agreements with COLA (7 agreements)	20,300	3.8 *	3.3	36	
Agreements without COLA (21 agreements)	55,640	3.1	3.4	35.2	
All Agreements (28 agreements)	75,940	3.3	3.4	35.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	MED	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	B	Feb.02
•Cavendish Farms	UFCW	750	B	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	1 770	B	Dec. 02
•City of Montréal	various unions	25,580	B	April 02
•University of Toronto	various unions	530	B/TENT	Sept. 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	PAIRO/OPSEU	5,000	TENT/B	Mar. 02
•Hydro One Inc.	Society of Energy Professionals	1,000	B	Dec. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
•Health Authorities of Alberta	various unions	18,140	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the Third Quarter 2002 for Small, Medium and Large Size Bargaining Units

Among the 134 collective bargaining settlements reached in the third quarter of the year 2002, 49 settlements were in small bargaining units (between 100 and 499 employees), 57 were in medium bargaining units (500 to 1,999 employees), and 28 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.9 per cent, up marginally from the first and second quarters of 2002. The overall **public sector** wage adjustment at **3.2 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector**.

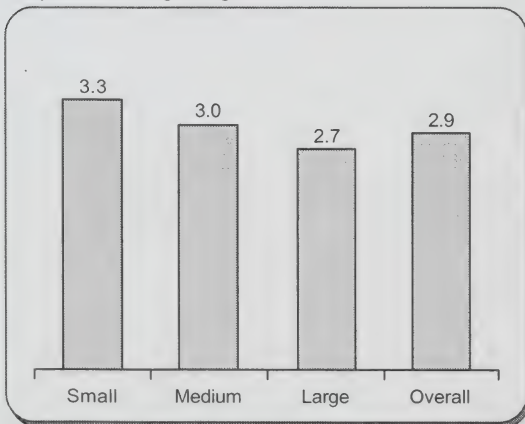
Small bargaining units reported an average increase of **3.3 per cent**, higher than the 2.5 and 2.6 per cent reported for the first and second quarters of the year. **Public sector** settlements provided an average increase of **4.2 per cent**, much higher than the 2.8 and 2.5 per cent in previous quarters. **Private sector** wage adjustments were lower at **1.8 per cent**, compared to 2.4 and 2.5 per cent in previous quarters. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.3 per cent** while **construction** reported the lowest average at **1.2 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **5.4 per cent** in the **Prairie Provinces** to a low of **1.3 per cent** in **British Columbia**.

Medium bargaining units reported an average wage increase of **3.0 per cent**, compared to 3.0 and 2.5 per cent in the first and second quarters. **Public sector** settlements resulted in an average increase of **3.5 per cent**, compared to 2.5 per cent in the previous quarter, which was slightly higher than the **private sector** figure of **2.5 per cent**. On an industry basis, the **transportation** sector had the highest wage adjustment at **5.3 per cent** while **construction** reported the lowest average at **1.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.3 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia**.

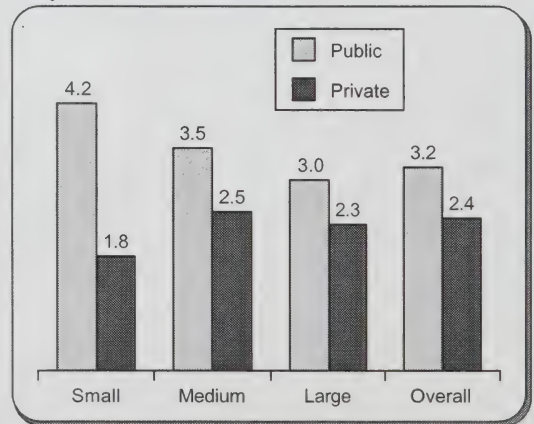
Large bargaining units reported an average wage increase of **2.7 per cent**, the same as the second quarter but slightly lower than the 2.9 for the first quarter of 2002. **Public sector** average wage increases at **3.0 per cent** was slightly higher than the second quarter and remained higher than the **private sector** average wage adjustments of **2.3 per cent**. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.4 per cent** while **construction** reported the lowest increase at **1.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.7 per cent** in the **Prairie Provinces** to a low of **1.1 per cent** in **British Columbia**.

Third Quarter 2002 Percentage Wage Adjustments

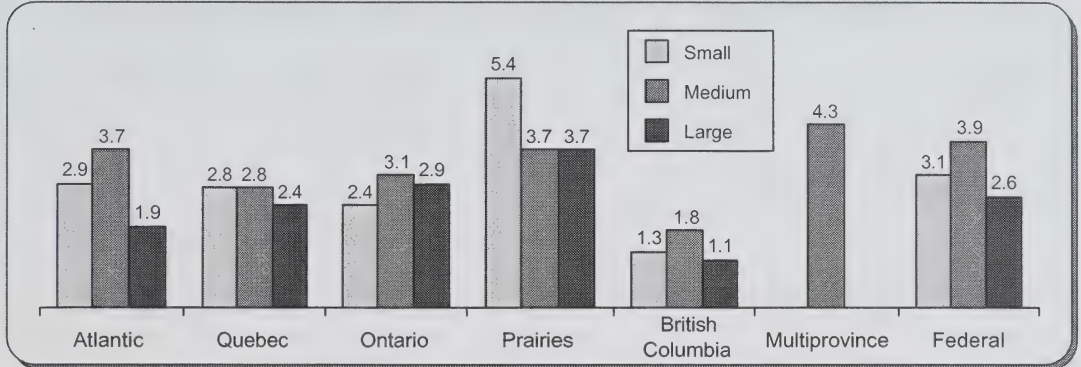
by Size of Bargaining Units



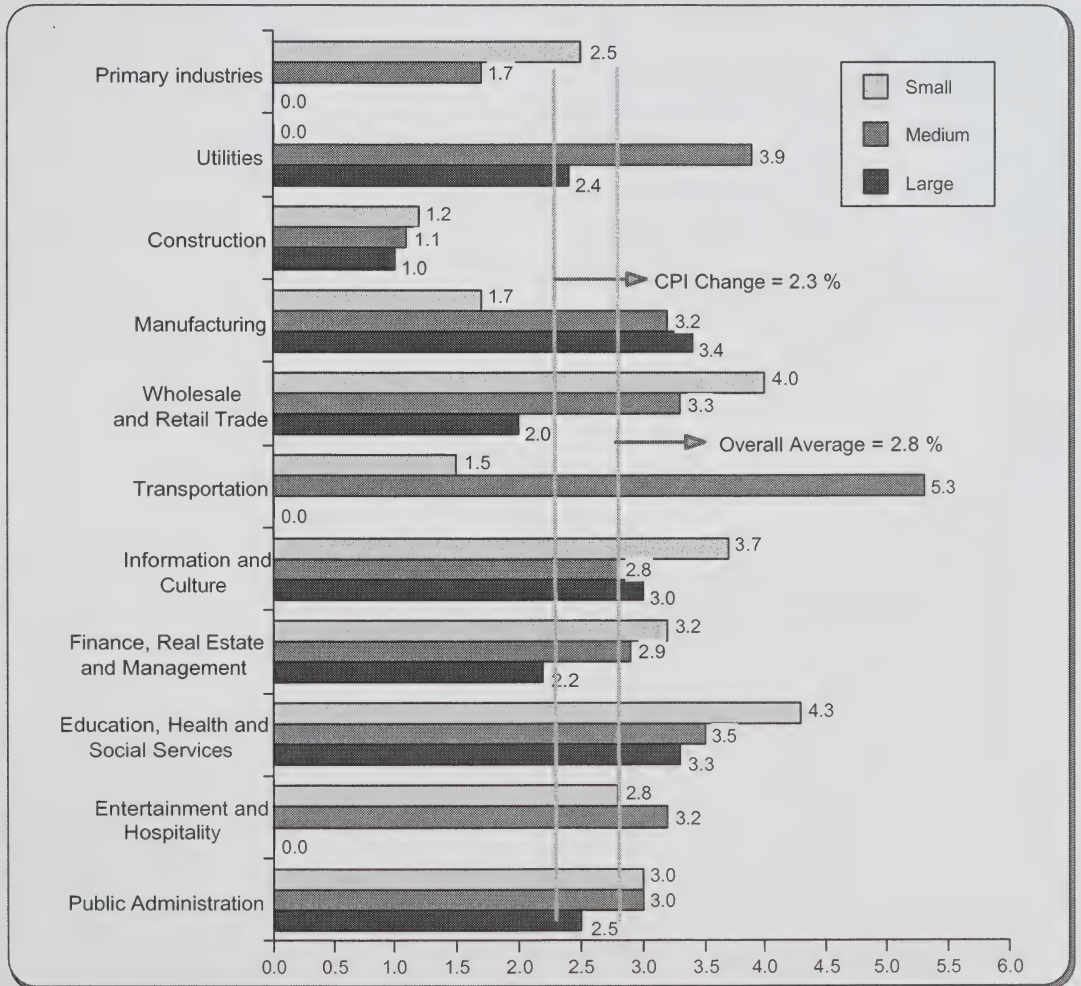
by Public and Private Sector



Third Quarter 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Third Quarter 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN SEPTEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Cardinal River Coals Ltd., mine employees, Luscar, Alta.	240	2.3	2.0	60	2007-06-30
Construction (1 agreement)					
Saint John Construction Association, Inc., masonry workers, province-wide, N.B.	120	3.9	4.1	36	2005-07-31
Manufacturing (4 agreements)					
Montupet Ltée, production, Rivière-Beaudette, Que.	150	2.5 *	2.9	40	2005-08-31
NorskeCanada Limited, mill employees, Port Alberni, B.C.	440	2.2	2.5	60	2008-04-30
NorskeCanada Limited, mill employees, Powell River, B.C.	400	2.2	2.5	60	2008-04-30
Pêcheries Marinard Itée, plant and maintenance employees, Rivière-au-Renard, Que.	120	2.7	2.0	48	2005-06-30
Wholesale and Retail Trade (1 agreement)					
Universal Compression Inc., production, Calgary, Alta.	140	4.0	4.1	24	2004-06-30
Education, Health and Social Services (1 agreement)					
University of Guelph, service and maintenance employees, Guelph, Ont.	290	3.6	3.8	36	2005-04-30

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

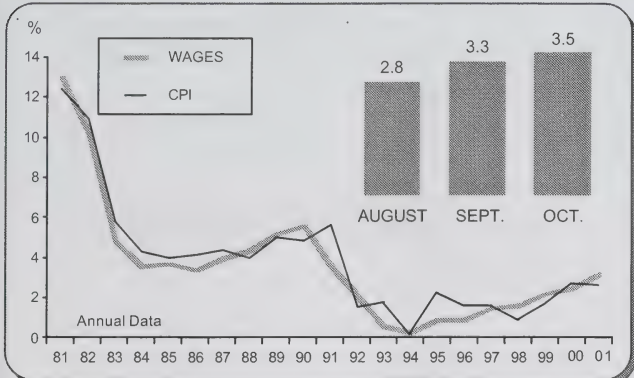
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or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

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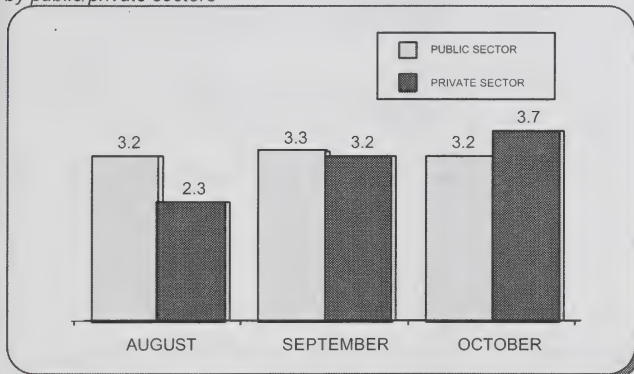
The Wage Settlements Bulletin

December 2002
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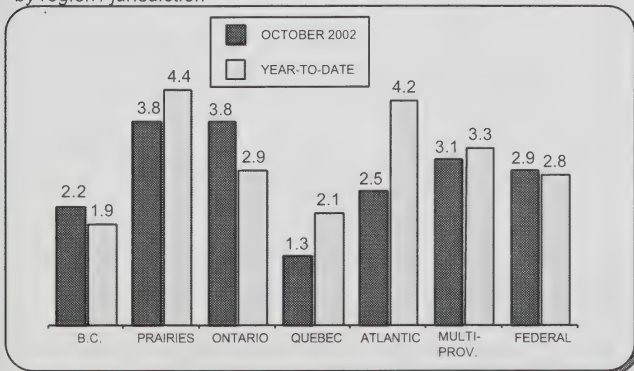
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2002

Major collective bargaining settlements reached in **October 2002** provided base-rate wage increases averaging **3.5 per cent** annually over the contract term. This is higher than the 3.3 per cent figure recorded in the previous month and the 3.1 per cent average recorded for the year 2001 as a whole. The October 2002 results are based on a review of 25 settlements reached in the period, with a coverage of 52,440 employees.

When the parties to these October settlements previously negotiated, contract duration averaged 35 months, and the resulting wage adjustments averaged 3.7 per cent compared to the 3.5 per cent in their current round of settlements and an average contract duration of 34 months.

Wage adjustments in October settlements ranged from 1.2 per cent for 900 armoured car service employees with Sécur in Quebec, to a high of 7.3 per cent for 530 office and administration employees with the National Research Council of Canada. Approximately 53% of all employees received increases in the 4.0 to 4.9 per cent range. Four auto sector settlements had a large impact on this month's wage figure; DaimlerChrysler and Ford provided 25,080 production employees with wage increases averaging 4.1 per cent.

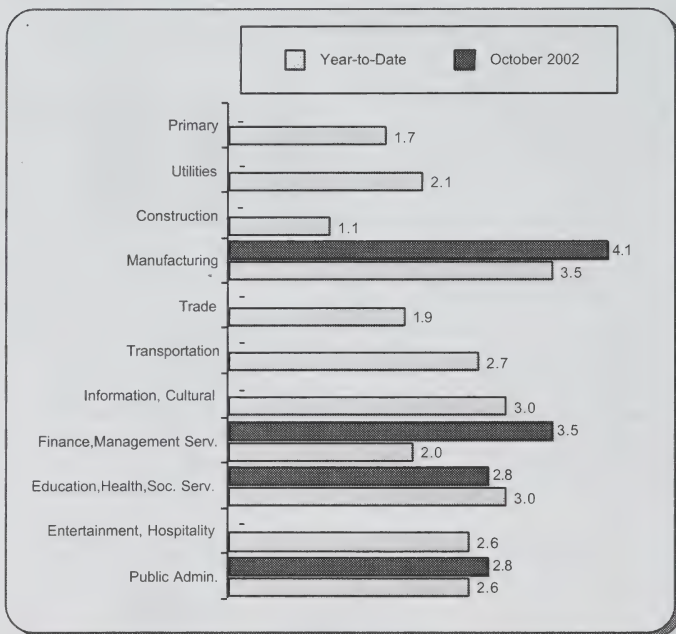
Average increases in the public sector were lower than those in the private sector. In October, wage adjustments for 22,310 employees in 18 **public-sector** settlements averaged **3.2 per cent**, fractionally lower than the previous monthly average of 3.3 per cent and the same as last year's overall average of 3.2 per cent. Approximately 42.5% of all employees covered in October settlements were in the public sector.

In the **private sector**, 7 settlements reached in October provided wage adjustments averaging **3.7 per cent** for 30,130 employees; this wage figure was higher than the 3.2 per cent average in the previous month and much higher than the 3.0 per cent average recorded last year.

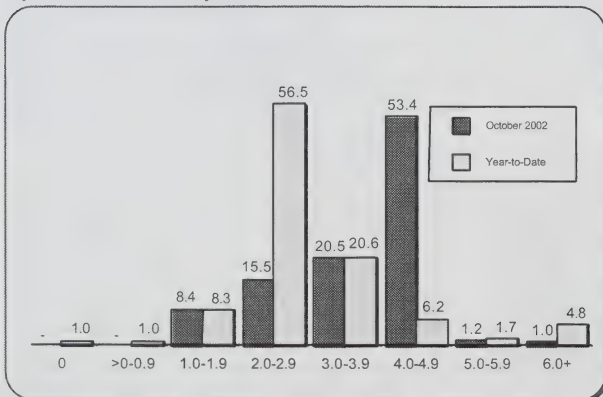
On a regional/jurisdictional basis, the largest average wage increase was in the Prairies at 3.8 per cent, led by Alberta at 4.0 per cent; Ontario wage increases also averaged 3.8 per cent. The smallest average was in Quebec at 1.3 per cent. Other October 2002 wage increases in ascending order of magnitude were: B.C., at 2.2 per cent; the Atlantic Provinces at 2.5 per cent; and the Federal jurisdiction at 2.9 per cent. A single Multiprovince agreement averaged a wage gain of 3.1 per cent.

On an industry basis, the largest average wage increase and the largest concentration of employees was in **manufacturing** with 25,730 employees receiving wage increases averaging **4.1 per cent** in 5 agreements. The second largest *concentration of employees* was in **education health and social services** with 21,290 employees receiving wage increases averaging **2.8 per cent** in 16 agreements. The second largest *average wage increase* was in the **finance and management services sector** where 2 agreements provided 1,430 employees with wage gains averaging **3.5 per cent**; this was due in large part to the National Research Council of Canada settlement. In **public administration**, 2 agreements provided 3,990 employees with wage gains averaging **2.8 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	1,400
Quebec	1	3,500
Ontario	13	35,150
Prairie Provinces	5	7,110
British Columbia	1	650
Multiprovince	1	640
Federal	3	3,990

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2001	2002			Year to	2002			
				4	1	2	3	date	Aug	Sep	Oct	
All Industries/Jurisdictions												
Average Annual Adjustment	2.2	2.5	3.1	3.0	2.9	2.6	2.8	2.8	2.8	3.3	3.5	
Non-COLA	2.0	2.5	3.2	3.0	2.9	2.6	2.7	2.7	2.6	3.0	2.9	
COLA	3.5	2.4	2.8	2.4	2.1	2.4	3.6	3.5	5.4	3.9	4.1	
First Year Adjustment	1.9	2.3	3.4	3.0	2.8	2.9	2.8	2.9	2.9	3.4	3.5	
Non-COLA	1.7	2.3	3.5	3.2	2.9	2.9	2.7	2.9	2.7	3.3	3.2	
COLA	3.4	2.4	3.3	0.8	1.5	1.9	3.5	3.2	7.2	3.7	3.9	
Industries												
Primary	2.2	1.8	2.6	2.3	-	1.5	1.8	1.7	-	1.8	-	
Utilities	1.9	3.5	2.5	2.4	3.3	0.7	2.8	2.1	-	4.0	-	
Construction	1.9	3.6	3.3	3.4	-	-	1.1	1.1	-	-	-	
Manufacturing	3.5	2.6	2.5	2.2	2.7	3.0	3.5	3.5	1.7	4.1	4.1	
Wholesale and Retail Trade	1.3	1.7	1.6	1.3	1.6	2.1	2.2	1.9	1.8	2.6	-	
Transportation	2.8	2.4	2.9	2.0	2.4	2.7	5.4	2.7	-	3.0	-	
Information and Cultural Industries	2.5	2.9	3.2	2.9	3.0	3.1	3.0	3.0	-	-	-	
Finance, Management Services	2.8	1.8	2.2	1.4	2.0	0.0	1.9	2.0	3.0	1.8	3.5	
Education, Health, Social Services	1.8	2.6	3.3	3.1	3.1	2.8	3.4	2.9	3.3	3.3	2.8	
Entertainment, Hospitality Industry	2.6	3.0	4.0	-	2.2	1.9	3.3	2.6	3.6	2.9	-	
Public Administration	2.2	2.3	3.0	3.1	2.8	2.4	2.7	2.6	3.0	3.6	2.8	
Jurisdictions												
Newfoundland and Labrador	1.7	3.3	5.0	5.1	7.5	6.0	-	6.7	-	-	-	
Prince Edward Island	2.7	2.2	3.1	3.3	-	3.2	6.0	4.9	-	6.0	-	
Nova Scotia	2.1	2.2	3.7	3.7	2.5	2.3	2.1	2.3	2.4	2.0	2.5	
New Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2	2.8	3.2	-	-	
Quebec	1.7	2.4	2.8	3.2	2.5	2.1	2.2	2.1	3.7	1.8	1.3	
Ontario	2.1	2.6	2.9	2.6	2.7	2.8	3.0	2.9	2.6	3.5	3.8	
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0	4.0	1.7	2.9	3.2	
Saskatchewan	2.0	3.5	2.9	3.0	3.2	4.2	3.9	3.9	-	3.9	-	
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4	5.3	-	3.9	4.0	
British Columbia	0.8	1.6	2.7	2.3	2.5	1.0	1.4	1.9	3.2	2.5	2.2	
Multi-Province	2.2	2.7	3.1	4.0	-	3.0	4.3	3.3	-	4.3	3.1	
Federal Jurisdiction	2.8	2.2	3.0	2.8	2.8	2.8	2.9	2.8	3.5	3.0	2.9	
Public Sector	1.9	2.5	3.2	3.1	3.0	2.7	3.1	2.8	3.2	3.3	3.2	
Private Sector	2.7	2.4	3.0	2.4	2.1	2.5	2.4	2.6	2.3	3.2	3.7	
Consumer Price Index	1.7	2.7	2.6	1.1	1.5	1.3	2.3	1.9	2.6	2.3	3.2	

Data for the month of October are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (5 agreements)	25,730	4.1	3.9	36.6	
DaimlerChrysler Canada Inc., plant and maintenance employees, Ajax, Ont.	600	4.1 *	3.9	36	2005-09-20
DaimlerChrysler Canada Inc., plant and maintenance employees, Bramalea, Ont.	4,230	4.1 *	3.9	36	2005-09-20
DaimlerChrysler Canada Inc., plant and maintenance employees, Windsor, Ont.	7,250	4.1 *	3.9	36	2005-09-20
Ford Motor Company of Canada, Limited, plant and maintenance employees, Windsor, Ont.	13,000	4.1 *	3.9	36	2005-09-20
NorskeCanada Limited, mill employees, Crofton, B.C.	650	2.2	2.5	60	2008-04-30
Finance, Real Estate, Management Services (2 agreements)	1,430	3.5	4.6	64.9	
National Research Council of Canada, support employees, Canada-Wide	530	7.3	12.4	24	2003-04-30
Sécur, armoured car services, province-wide, Que.	900	1.2	0.0	89	2005-09-30
Education, Health and Social Services (16 agreements)	21,290	2.8	3.1	28.4	
Board of Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton, Alta.	640	5.6	5.6	12	2002-12-31
Cape Breton-Victoria Regional School Board, support employees, Cape Breton Island, N.S.	1,400	2.5	2.5	36	2004-03-31
Children's Aid Society of Toronto, office and clerical employees, Toronto, Ont.	600	3.5	3.5	36	2005-03-31
Conseil scolaire catholique de district des Grandes Rivières, elementary and secondary teachers, Timmins, Ont.	750	2.7	2.7	36	2004-08-31
Dufferin-Peel Catholic District School Board, occasional teachers, Mississauga, Ont.	790	2.3	5.1	32	2004-08-31
Gouvernement du Québec, comité de coordination patronal, ambulance technicians, province-wide, Que.	3,500	1.3	2.0	18	2003-12-31
Government of Nunavut, elementary and secondary teachers, Iqaluit, Nunavut	640	3.1	3.0	36	2005-06-30
Limestone District School Board, elementary teachers, Kingston, Ont.	800	2.1	2.1	12	2003-08-31
Niagara Catholic District School Board, support employees, Welland, Ont.	660	2.3	4.3	44	2005-08-31
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks, Man.	640	3.0	3.0	12	2003-06-30
St. Boniface General Hospital, service and maintenance employees, St. Boniface, Man.	1,500	3.3	3.0	24	2004-03-31
University of Calgary, support employees, Calgary, Alta.	2,900	4.0	4.0	36	2005-03-31
University of Ottawa, teaching assistants, Ottawa, Ont.	1,640	3.0	3.0	24	2004-08-31
University of Toronto, administrative services employees, Toronto, Ont.	3,000	3.0	3.0	36	2005-06-30
University of Toronto, casual employees, Toronto, Ont.	1,300	3.0	3.0	36	2005-06-30
Waterloo Region District School Board, teaching assistants, Waterloo County, Ont.	530	2.3	2.3	12	2002-08-31
Public Administration (2 agreements)	3,990	2.8	3.0	31.7	
City of Calgary, police officers, Calgary, Alta.	1,430	3.3	3.5	24	2003-12-31
Government of Canada, finance employees, Canada-Wide	2,560	2.5	2.8	36	2004-11-06
Agreements with COLA (4 agreements)	25,080	4.1 *	3.9	36	
Agreements without COLA (21 agreements)	27,360	2.9	3.2	31.6	
All Agreements (25 agreements)	52,440	3.5	3.5	33.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Air Canada	CUPE	4,500	TENT	Oct. 01
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Professional Engineers	650	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	TENT	Feb.02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	B	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	1 770	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
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•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
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•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
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Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
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CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-date 2002 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 430 collective bargaining settlements reached to date from January to October 2002, included were 125 small bargaining units (between 100 and 499 employees), 207 medium-sized bargaining units (500 to 1,999 employees), and 98 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent while the **public sector** wage adjustment of **2.9 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector**.

Settlements reached for **small** bargaining units resulted in an average increase of **2.8 per cent**. **Public sector** settlements provided an average increase of **3.2 per cent**, higher than the **private sector** figure of **2.4 per cent**. On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.4 per cent** in the **Prairie Provinces** to a low of **1.5 per cent** in **British Columbia**.

Medium-sized bargaining units obtained an average wage increase of **2.8 per cent**. **Public sector** settlements resulted in an average increase of **2.9 per cent** while the **private**

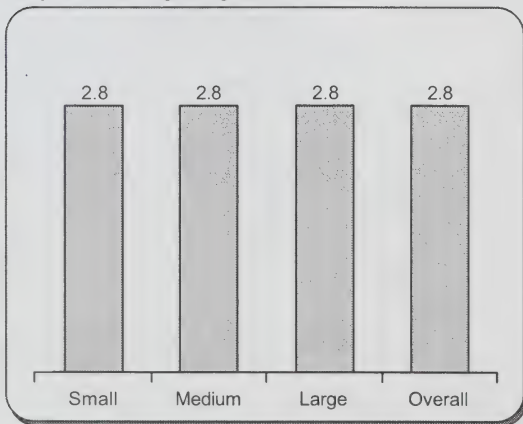
sector figure stood at **2.4 per cent**. On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.1 per cent** while the **construction** sector reported the lowest average at **1.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia**.

For **large** bargaining units, the average wage increase reported was **2.8 per cent**. As for small and medium-sized bargaining units, **public sector** average wage increases (**2.8 per cent**) were slightly higher than the **private sector** average wage adjustment of **2.6 per cent**. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.7 per cent** while **construction** reported the lowest increase at **1.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.8 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia**.

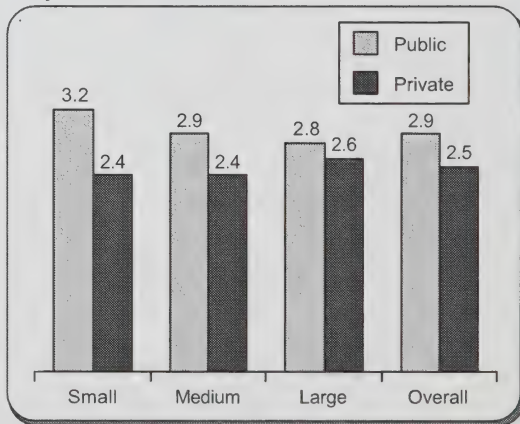
Interestingly, the overall wage adjustment for each of the small, medium and large bargaining units stood at 2.8 per cent while the highest average increase for the public sector was reported by small bargaining units (3.2 per cent) and the largest private sector increase by the large bargaining units (2.6 per cent).

Year-to-date 2002 Percentage Wage Adjustments

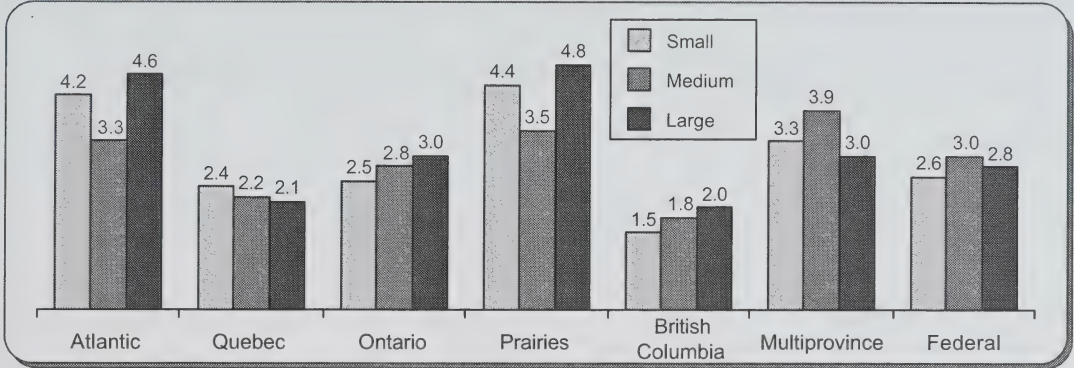
by Size of Bargaining Units



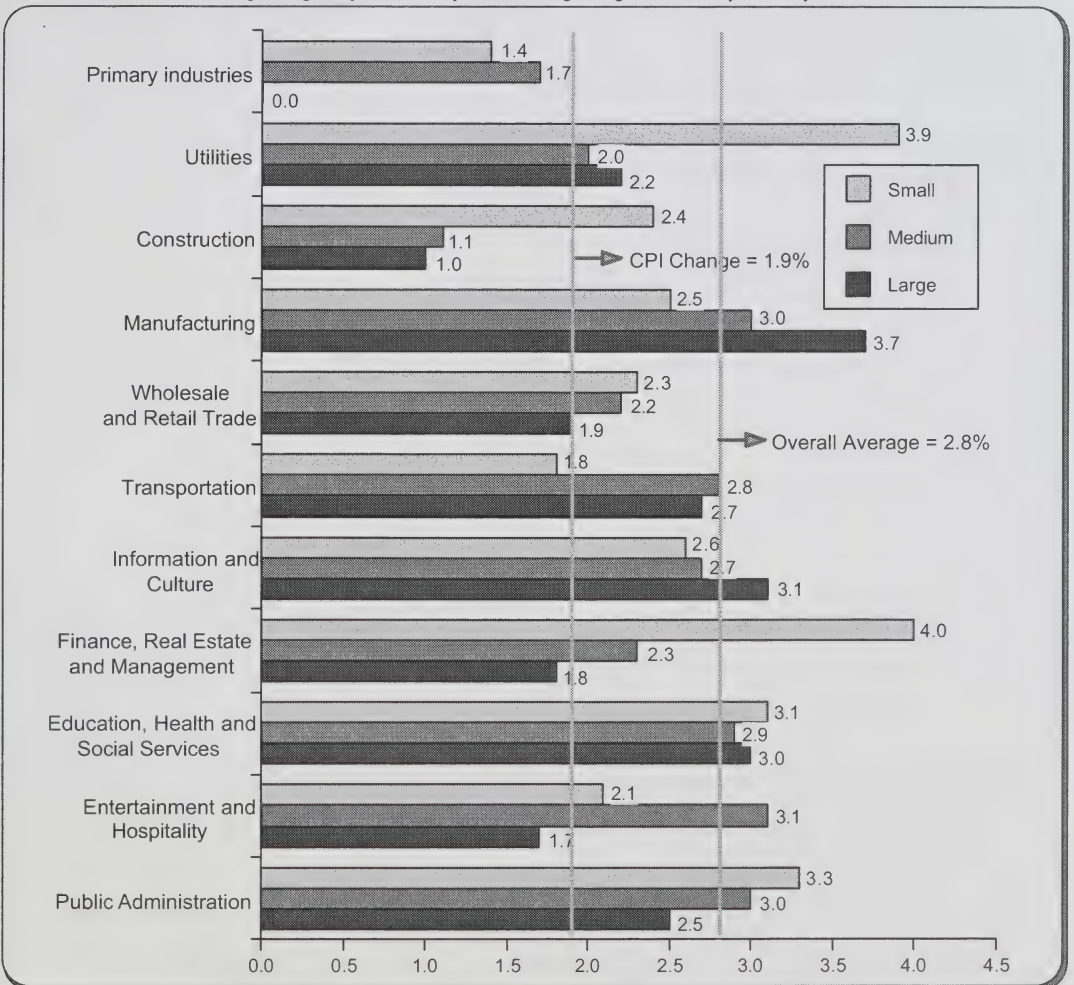
by Public and Private Sectors



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN OCTOBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Manufacturing (2 agreements)					
Bristol Aerospace Limited, plant and maintenance employees, Winnipeg, Man.	480	2.7 *	3.2	36	2005-03-31
Manac, a division of The Canam Manac Group Inc., production, Orangeville, Ont.	250	2.9	2.9	36	2005-09-17
Information and Culture (1 agreement)					
Canadian Museum of Civilization Corporation, museum employees, Gatineau, Que.	420	2.8	3.2	36	2005-03-31
Education, Health and Social Services (2 agreements)					
Sudbury Catholic District School Board, secondary teachers, Sudbury, Ont.	130	2.4	2.2	24	2004-08-31
Taché Centre, non-medical employees, St. Boniface, Man.	430	3.0	3.0	26	2004-05-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

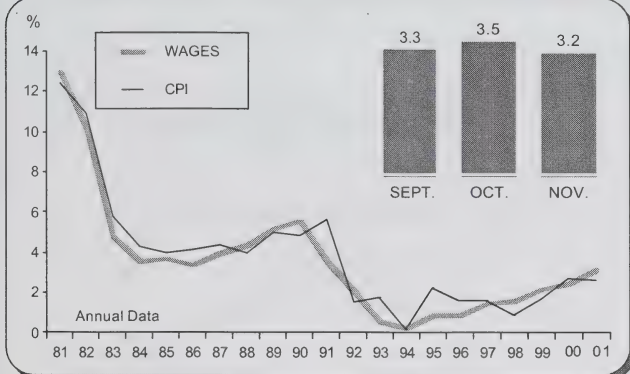
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Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca



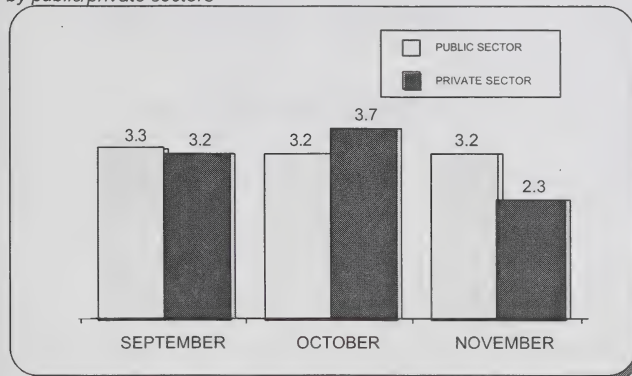
The Wage Settlements Bulletin

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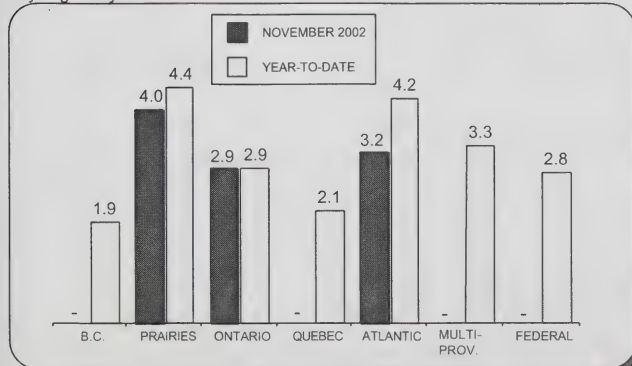
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2002

Major collective bargaining settlements reached in **November 2002** provided base-rate wage increases averaging **3.2 per cent** annually over the contract term. This is lower than the 3.5 per cent figure recorded in the previous month but higher than the 3.1 per cent average recorded for the year 2001 as a whole. The November 2002 results are based on a review of 26 settlements reached in the period, with a coverage of 49,710 employees.

When the parties to these November settlements previously negotiated, contract duration averaged 33 months, and the resulting wage adjustments averaged 3.2 per cent, the same as in their current round of settlements.

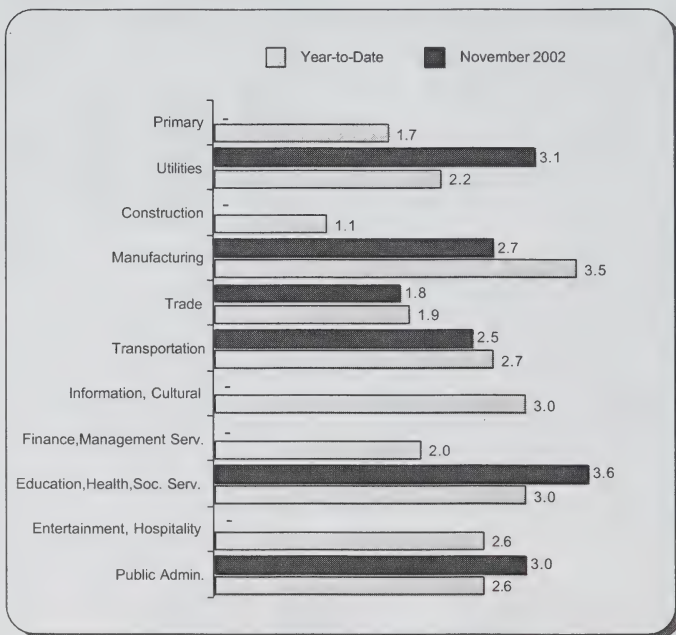
Wage increases in the first 11 months of 2002 (January to November) averaged 2.8 per cent for 947,870 employees in 331 major settlements.

The vast majority of agreements and those employees covered in November 2002 settlements were in the public sector (84.6% of all November agreements covering 93.8% of all workers). Average increases in the public sector were higher than those in the private sector. **Public sector** wage adjustments averaged **3.2 per cent** for 46,620 employees in 22 settlements. The **private sector** wage increase for 3,090 employees in 4 agreements was much lower at **2.3 per cent**.

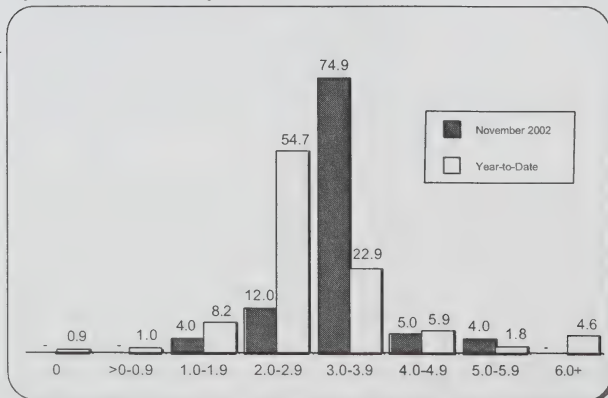
On a regional/jurisdictional basis, the largest average wage increase was in the Prairies at 4.0 per cent, led by Saskatchewan at 4.5 per cent; in the Atlantic Provinces, a single agreement in New Brunswick averaged a wage gain of 3.2 per cent. In Ontario, wage increases averaged 2.9 per cent.

On an industry basis, the largest average wage increase was in **education, health and social services** with 19,800 employees receiving wage increases averaging **3.6 per cent** in 13 agreements. All remaining industry divisions averaged increases below the *all industries* figure of 3.2 per cent. The second largest average wage increase was in the **utilities sector** where a single agreement (Hydro One in Ontario) provided 780 employees with a wage gain averaging **3.1 per cent**. The largest concentration of employees was in **public administration** with 25,360 employees receiving wage increases averaging **3.0 per cent** in 7 agreements. In **manufacturing**, 3 agreements provided 1,890 employees with wage gains averaging **2.7 per cent**. In each of the **trade** and **transportation** sectors, a single agreement posted wage increases averaging **1.8** and **2.5 per cent** respectively.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	1,250
Quebec	-	-
Ontario	20	36,290
Prairie Provinces	5	12,170
British Columbia	-	-
Multiprovince	-	-
Federal	-	-

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1999	2000	2001	2002				Year to Date	2002		
				4	1	2	3		Sept	Oct	Nov
All Industries/Jurisdictions											
Average Annual Adjustment	2.2	2.5	3.1	3.0	2.9	2.6	2.8	2.8	3.3	3.5	3.2
Non-COLA	2.0	2.5	3.2	3.0	2.9	2.6	2.7	2.7	3.0	2.9	3.2
COLA	3.5	2.4	2.8	2.4	2.1	2.4	3.6	3.5	3.9	4.1	2.5
First Year Adjustment	1.9	2.3	3.4	3.0	2.8	2.9	2.8	2.9	3.4	3.5	3.1
Non-COLA	1.7	2.3	3.5	3.2	2.9	2.9	2.7	2.9	3.3	3.2	3.1
COLA	3.4	2.4	3.3	0.8	1.5	1.9	3.5	3.2	3.7	3.9	2.2
Industries											
Primary	2.2	1.8	2.6	2.3	-	1.5	1.8	1.7	1.8	-	-
Utilities	1.9	3.5	2.5	2.4	3.3	0.7	2.8	2.2	4.0	-	3.1
Construction	1.9	3.6	3.2	3.0	-	-	1.1	1.1	-	-	-
Manufacturing	3.5	2.6	2.5	2.2	2.7	3.0	3.5	3.5	4.1	4.1	2.7
Wholesale and Retail Trade	1.3	1.7	1.6	1.3	1.6	2.1	2.2	1.9	2.6	-	1.8
Transportation	2.8	2.4	2.9	2.0	2.4	2.7	5.4	2.7	-	-	2.5
Information and Cultural Industries	2.5	2.9	3.2	2.9	3.0	3.1	3.0	3.0	3.0	-	-
Finance, Management Services	2.8	1.8	2.2	1.4	2.0	0.0	1.9	2.0	1.8	3.5	-
Education, Health, Social Services	1.8	2.6	3.3	3.1	3.1	2.8	3.4	3.0	3.3	2.8	3.6
Entertainment, Hospitality Industry	2.6	3.0	4.0	-	2.2	1.9	3.3	2.6	2.9	-	-
Public Administration	2.2	2.3	3.0	3.1	2.8	2.4	2.7	2.6	3.6	2.8	3.0
Jurisdictions											
Newfoundland and Labrador	1.7	3.3	5.0	5.1	7.5	6.0	-	6.7	-	-	-
Prince Edward Island	2.7	2.2	3.1	3.3	-	3.2	6.0	4.9	6.0	-	-
Nova Scotia	2.1	2.2	3.7	3.7	2.5	2.3	2.1	2.3	2.0	2.5	-
New Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2	2.8	-	-	3.2
Quebec	1.7	2.4	2.8	3.2	2.5	2.1	2.2	2.1	1.8	1.3	-
Ontario	2.1	2.6	2.9	2.6	2.7	2.8	3.0	2.9	3.5	3.8	2.9
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0	4.0	2.9	3.2	-
Saskatchewan	2.0	3.5	2.9	3.0	3.2	4.2	3.9	4.0	3.9	-	4.5
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4	5.0	3.9	4.0	3.9
British Columbia	0.8	1.6	2.7	2.2	2.5	1.0	1.4	1.9	2.5	2.2	-
Multi-Province	2.2	2.7	3.1	4.0	-	3.0	4.3	3.3	4.3	3.1	-
Federal Jurisdiction	2.8	2.2	3.0	2.8	2.8	2.8	2.9	2.8	3.0	2.9	-
Public Sector	1.9	2.5	3.2	3.1	3.0	2.7	3.1	2.9	3.3	3.2	3.2
Private Sector	2.7	2.4	3.0	2.4	2.1	2.5	2.4	2.6	3.2	3.7	2.3
Consumer Price Index	1.7	2.7	2.6	1.1	1.5	1.3	2.3	2.1	2.3	3.2	4.3

Data for the month of November are preliminary.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (1 agreement)	780	3.1	3.0	27	
Hydro One Inc., scientific and other professionals, province-wide, Ont.	780	3.1	3.0	27	2005-03-31
Manufacturing (3 agreements)	1,890	2.7	2.6	36	
Accuride Canada Inc., plant and maintenance employees, London, Ont.	550	2.9	3.0	36	2006-03-12
Lear Canada Ltd., plant and maintenance employees, Whitby, Ont.	740	2.5 *	2.2	36	2005-11-25
McGregor Hosiery Mills, production, Toronto, Ont.	600	2.7	2.8	36	2005-10-22
Wholesale and Retail Trade (1 agreement)	1,200	1.8	1.8	36	
No Frills Franchise Stores, retail employees, Oakville, Ont.	1,200	1.8	1.8	36	2005-09-14
Transportation (1 agreement)	680	2.5	2.5	36	
City of Mississauga, bus drivers and maintenance employees, Mississauga, Ont.	680	2.5	2.5	36	2005-09-30
Education, Health and Social Services (13 agreements)	19,800	3.6	3.5	27.8	
Board of Education of the Saskatoon School Division No. 13, support employees, Saskatoon, Sask.	620	3.4	3.0	36	2004-12-31
Board of Trustees Edmonton School District No. 7, custodial employees, Edmonton, Alta.	600	5.0	5.0	24	2004-08-31
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton, Alta.	1,400	5.1	5.1	24	2004-08-31
City of Toronto, health and social care professionals, Toronto, Ont.	2,000	3.0	3.0	36	2004-12-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	2.5	2.5	12	2002-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville, Ont.	710	2.6	2.6	12	2002-08-31
Niagara Catholic District School Board, elementary teachers, Welland, Ont.	830	3.1	3.2	24	2004-08-31
Provincial Health Authorities of Alberta, nursing assistants, province-wide, Alta.	7,050	3.5	4.0	24	2004-03-31
Saskatchewan Association of Health Organizations, health and social care professionals, province-wide, Sask.	2,500	4.8	3.0	36	2004-03-31
University of Guelph, office and clerical employees, Guelph, Ont.	820	3.0	3.0	36	2005-04-30
University of Toronto, service and maintenance employees, Toronto, Ont.	570	3.0	3.0	24	2004-06-30
York University, teaching assistants, Toronto, Ont.	750	2.7	2.2	36	2005-08-31
York University, teaching assistants, Toronto, Ont.	1,150	2.7	2.2	36	2005-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Public Administration (7 agreements)	25,360	3.0	2.8	36.6	
City of Ottawa, firefighters, Ottawa, Ont.	800	1.8	0.0	36	2003-12-31
City of Toronto, inside and outside employees, Toronto, Ont.	1,500	3.0	3.0	36	2004-12-31
City of Toronto, inside employees, Toronto, Ont.	11,000	3.0	3.0	36	2004-12-31
City of Toronto, outside employees, Toronto, Ont.	5,200	3.0	3.0	36	2004-12-31
City of Toronto, recreational employees, Toronto, Ont.	5,000	3.0	3.0	36	2004-12-31
Government of New Brunswick, health and social care professionals, province-wide, N.B.	1,250	3.2	2.0	48	2004-08-15
Waterloo Regional Police Services Board, police officers, Waterloo, Ont.	610	3.3	3.4	36	2004-12-31
Agreements with COLA (1 agreement)	740	2.5 *	2.2	36	
Agreements without COLA (25 agreements)	48,970	3.2	3.1	32.9	
All Agreements (26 agreements)	49,710	3.2	3.1	32.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
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Hydro One Inc., scientific and other professionals, province-wide, Ont.	780	3.1	3.0	27	2005-03-31
Manufacturing (3 agreements)	1,890	2.7	2.6	36	
Accuride Canada Inc., plant and maintenance employees, London, Ont.	550	2.9	3.0	36	2006-03-12
Lear Canada Ltd., plant and maintenance employees, Whitby, Ont.	740	2.5 *	2.2	36	2005-11-25
McGregor Hosiery Mills, production, Toronto, Ont.	600	2.7	2.8	36	2005-10-22
Wholesale and Retail Trade (1 agreement)	1,200	1.8	1.8	36	
No Frills Franchise Stores, retail employees, Oakville, Ont.	1,200	1.8	1.8	36	2005-09-14
Transportation (1 agreement)	680	2.5	2.5	36	
City of Mississauga, bus drivers and maintenance employees, Mississauga, Ont.	680	2.5	2.5	36	2005-09-30
Education, Health and Social Services (13 agreements)	19,800	3.6	3.5	27.8	
Board of Education of the Saskatoon School Division No. 13, support employees, Saskatoon, Sask.	620	3.4	3.0	36	2004-12-31
Board of Trustees Edmonton School District No. 7, custodial employees, Edmonton, Alta.	600	5.0	5.0	24	2004-08-31
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton, Alta.	1,400	5.1	5.1	24	2004-08-31
City of Toronto, health and social care professionals, Toronto, Ont.	2,000	3.0	3.0	36	2004-12-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	2.5	2.5	12	2002-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville, Ont.	710	2.6	2.6	12	2002-08-31
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University of Guelph, office and clerical employees, Guelph, Ont.	820	3.0	3.0	36	2005-04-30
University of Toronto, service and maintenance employees, Toronto, Ont.	570	3.0	3.0	24	2004-06-30
York University, teaching assistants, Toronto, Ont.	750	2.7	2.2	36	2005-08-31
York University, teaching assistants, Toronto, Ont.	1,150	2.7	2.2	36	2005-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Public Administration (7 agreements)	25,360	3.0	2.8	36.6	
City of Ottawa, firefighters, Ottawa, Ont.	800	1.8	0.0	36	2003-12-31
City of Toronto, inside and outside employees, Toronto, Ont.	1,500	3.0	3.0	36	2004-12-31
City of Toronto, inside employees, Toronto, Ont.	11,000	3.0	3.0	36	2004-12-31
City of Toronto, outside employees, Toronto, Ont.	5,200	3.0	3.0	36	2004-12-31
City of Toronto, recreational employees, Toronto, Ont.	5,000	3.0	3.0	36	2004-12-31
Government of New Brunswick, health and social care professionals, province-wide, N.B.	1,250	3.2	2.0	48	2004-08-15
Waterloo Regional Police Services Board, police officers, Waterloo, Ont.	610	3.3	3.4	36	2004-12-31
Agreements with COLA (1 agreement)	740	2.5 *	2.2	36	
Agreements without COLA (25 agreements)	48,970	3.2	3.1	32.9	
All Agreements (26 agreements)	49,710	3.2	3.1	32.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	TENT	Feb.02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
•Health Authorities of Alberta	various unions	11,090	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	B	Dec. 02
•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 MWS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Year-to-date 2002 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 462 collective bargaining settlements reached to date from January to November 2002, included were 131 small bargaining units (between 100 and 499 employees), 227 medium-sized bargaining units (500 to 1,999 employees), and 104 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The **public sector** wage adjustment of **2.9 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector**.

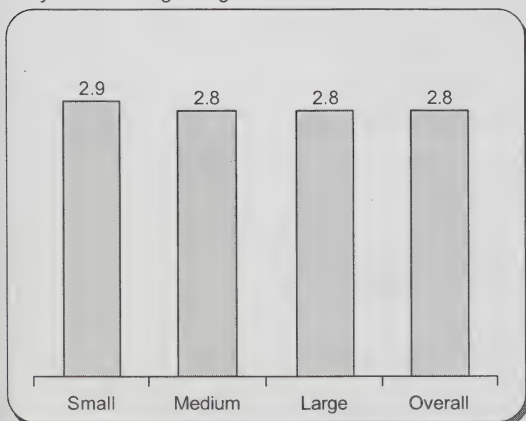
Settlements reached for **small** bargaining units resulted in an average increase of **2.9 per cent**. **Public sector** settlements provided an average increase of **3.3 per cent**, higher than the **private sector** figure of **2.3 per cent**. On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.6 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia**.

Medium-sized bargaining units obtained an average wage increase of **2.8 per cent**. **Public sector** settlements resulted in an average increase of **2.9 per cent** while the **private sector** figure stood at **2.4 per cent**. On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.1 per cent** while the **construction** sector reported the lowest average at **1.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia**.

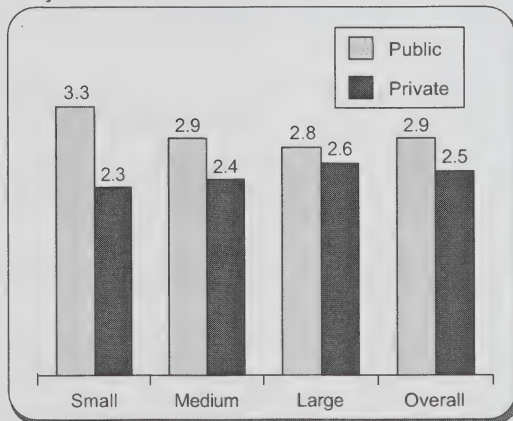
For **large** bargaining units, the average wage increase reported was **2.8 per cent**. **Public sector** average wage increases (**2.8 per cent**) were slightly higher than the **private sector** average wage adjustment of **2.6 per cent**. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.7 per cent** while **construction** reported the lowest increase at **1.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.7 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia**.

Year-to-date 2002 Percentage Wage Adjustments

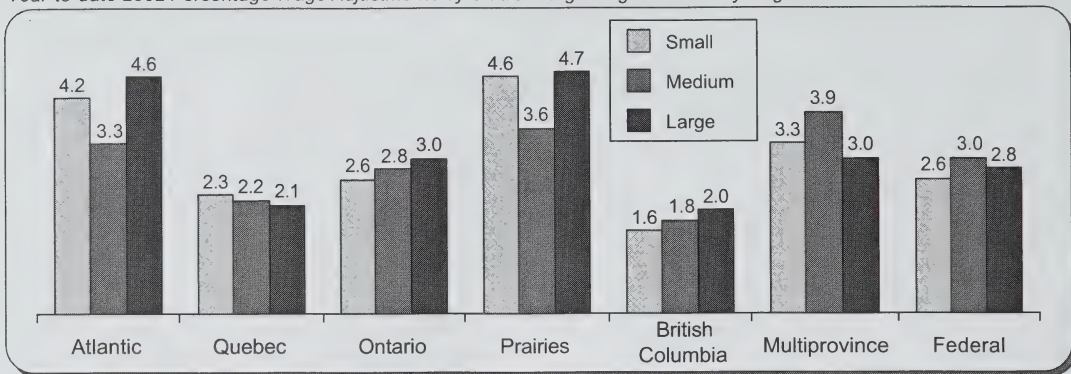
by Size of Bargaining Units



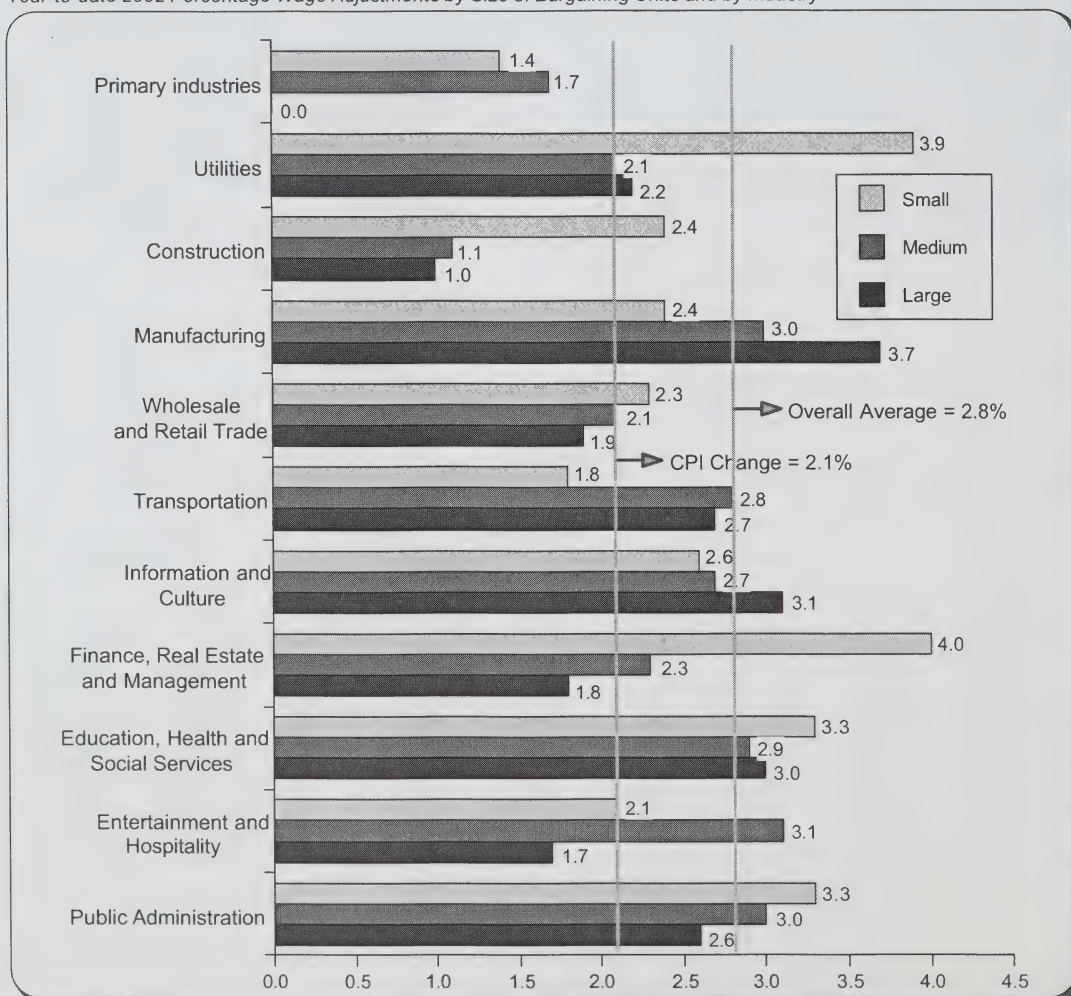
by Public and Private Sectors



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (2 agreements)					
Norbord Industries Inc., mill employees, Cochrane, Ont.	190	3.0	3.2	60	2007-05-31
Tissages Sherbrooke Inc., plant and maintenance employees, Sherbrooke, Que.	350	0.7	-5.4	70	2007-12-16
Information and Culture (1 agreement)					
Times-Colonist, Hollinger Canadian Newspapers (LP) Limited, senior officers, Victoria, B.C.	210	2.5	2.5	36	2005-01-01
Education, Health and Social Services (3 agreements)					
Peace River School Division No. 10, elementary and secondary teachers, Peace River, Alta.	240	10.7	10.7	12	2003-08-31
University of Toronto, library technicians, Toronto, Ont.	190	3.0	3.0	36	2005-06-30
University of Toronto, service and maintenance employees, Toronto, Ont.	410	3.0	3.0	24	2004-06-30

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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The Wage Settlements Bulletin

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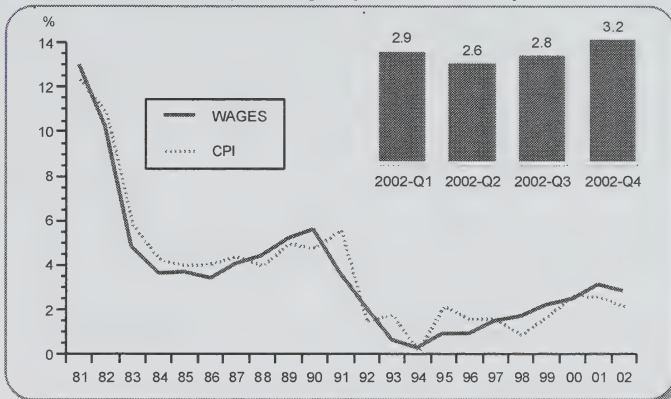
Major collective bargaining settlements reached in the year **2002** provided base-rate wage adjustments averaging **2.8 per cent** annually over the contract-term, a decrease from the 3.1 per cent average for the year 2001.

The results of the year 2002 are based on a review of 360 settlements reached, and cover 985,290 employees.

The average wage adjustment in 2002 was above the average in contracts they replaced. When the parties to these settlements last negotiated, the resulting wage adjustments averaged 2.3 per cent, compared to the 2.8 per cent in their 2002 contracts.

Wage gains in the private sector remained above those in the public sector, throughout the 1990's. Since the year 2000, public sector increases have been slightly higher than those in the private sector. Wage adjustments in the **private sector** averaged **2.6 per cent** in 2002, compared to **3.0**

Perspective on base rate percentage adjustments from major settlements

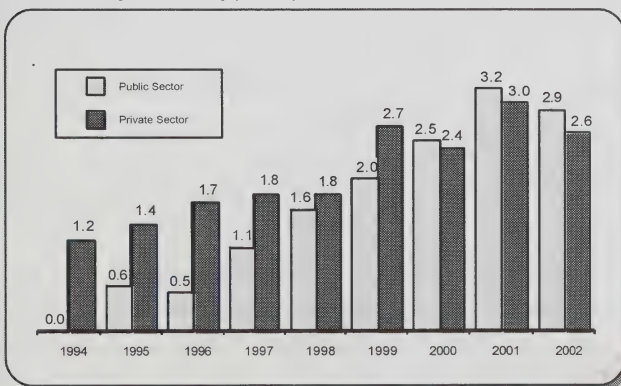


per cent in the previous year; wage adjustments in the **public sector** averaged **2.9 per cent** in 2002, compared to **3.2 per cent** in the previous year.

Contract duration has declined recently. The duration averaged 29.4 months in 2002, the shortest since 1994 (when the average was 28.4 months), but still longer than the 18.2-month average for contracts ratified in 1991. Two factors were largely responsible for this reduction in average

contract duration: the signing of 63 collective agreements in the Quebec public and parapublic sectors, with contract durations of under 12 months (to facilitate the implementation of wage equity) and to a lesser extent, the ratification of 17 contracts of 12 months duration in the Ontario education sector. Together, these contracts in Quebec and Ontario represent 22% of the collective agreements ratified in 2002 and 31% of those in the public sector. Since the early 1990s, average contract duration in the public sector has always been shorter than in the private sector.

Base rate adjustments by public/private sector, in 1994-2002



Even though only a few contracts were involved, the New Brunswick public sector, with an average contract duration of 50.4 months, had the highest proportion of long-term contracts ratified in 2002. The second highest was in British Columbia, where almost half of the 35 agreements ratified in 2002 were of longer duration, 42 months on average. Most of these long-term settlements were in the construction industry and several were retroactive to 2000.

The incidence of COLA clauses has also declined over the years. Whereas 32.6 per cent of agreements reached in 1990 contained a COLA clause, by the year 2000 the figure had dropped to 8%, and in 2002 the figure was 9% of settlements.

In 2002, 0.9 per cent of all employees were subject to a wage freeze. There were no wage cuts. A very large concentration of employees (55.0%) received wage increases in the 2.0 to 2.9 per cent range. Approximately 23% of employees received increases of 3.0 to 3.9 per cent. Just slightly below 9% of employees received increases of 0.1 to 1.9 per cent. Slightly over 12% of employees received wage gains of 4.0 per cent and over.

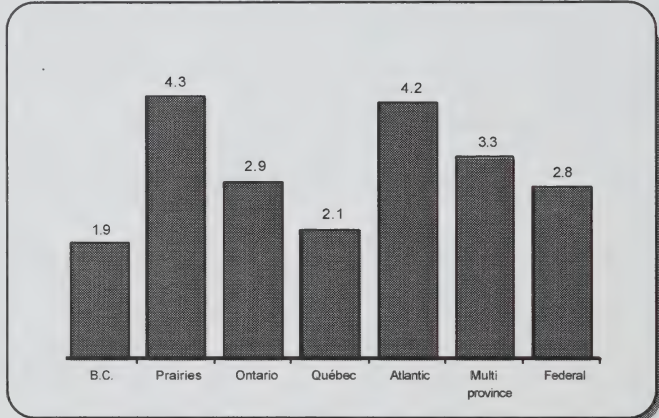
The largest concentration of settlements in 2002 were in Ontario and Quebec (37.8% and 20.6% of all agreements reached, respectively). In Ontario, 136 agreements provided 314,270 employees with wage increases averaging 2.9 per cent; the majority of these were public-sector settlements. The private-sector settlements included the important auto sector agreements with wage increases averaging 4.0 per cent. In Quebec, 74 agreements provided 302,280 employees with wage gains averaging 2.1 per cent; of these, 58 were public-sector settlements providing 268,650 employees with wage increases averaging 2.0 per cent. The largest average increase in wages for major settlements was recorded in Newfoundland and Labrador, at 6.6 per cent. The smallest average wage figure was recorded in British Columbia, at 1.9 per cent. Wage increases in the Prairie provinces averaged 4.3 per cent and in the Federal jurisdiction, 2.8 per cent.

On an industry basis, the largest average wage increase was in **manufacturing**, at **3.4 per cent**. The next largest wage gains were in **the information and culture sector** and in **education, health and social services**, both at **3.0 per cent**. Settlement levels in all remaining industry groups stood below 3.0 per cent. The smallest average wage increase was reported in **primary industries** at **1.7 per cent**.

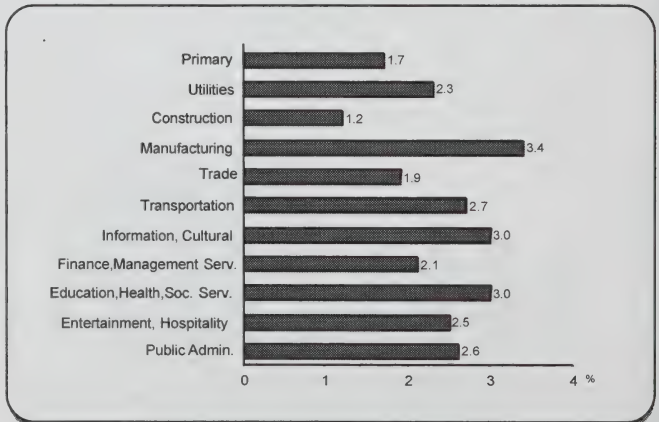
Distribution of employees by size of wage adjustment

Increase Range	2002			
	# of agts.	% of agts.	# of empls.	% of empls.
0%	5	1.4	8,980	0.9
>0%-0.9%	4	1.1	9,180	0.9
1.0%-1.9%	36	10.0	78,930	8.0
2.0%-2.9%	174	48.3	542,020	55.0
3.0%-3.9%	90	25.0	224,750	22.8
4.0%-4.9%	23	6.4	59,370	6.0
5.0%-5.9%	12	3.3	17,040	1.7
6.0%-6.9%	9	2.5	13,450	1.4
7.0% and over	7	1.9	31,570	3.2
All levels	360	100.0	985,290	100.0

Base rate increases in 2002 settlements, by region/jurisdiction



Base rate percentage adjustments from major settlements in 2002, by industry



Wage Data for December 2002

A total of 24 agreements were settled in **December 2002**, providing some 34,780 employees with average base rate increases of **2.9 per cent**, slightly lower than the November figure of 3.2 per cent.

When the parties to these settlements previously negotiated, contract-duration averaged 30 months and the resulting wage adjustments averaged 2.8 per cent, compared to the 2.9 per cent in their current round of settlements and average contract-duration of 30.6 months.

Wage gains in December were higher in the **public sector (3.0 per cent)** than in the **private sector (2.6 per cent)**. The public-sector results are based on a review of 18 settlements covering 22,640 employees, while those in the private sector are based on 6 settlements covering 12,140 employees.

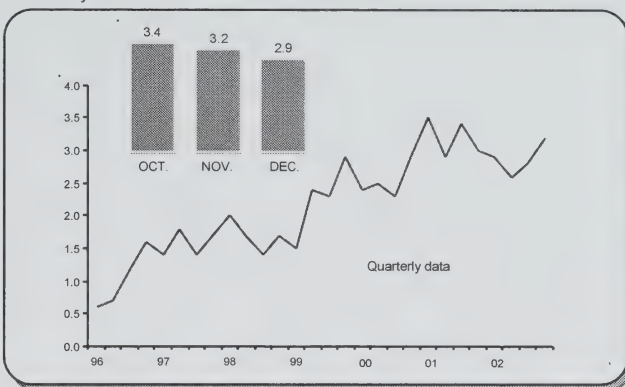
In December the vast majority of employees covered (66.2% of all workers) received wage increases in the 2.0 to 2.9 per cent range. Air Canada provided 7,920 flight attendants (approximately 23% of all employees covered in December settlements), with an average annual wage increase 2.6 per cent.

On an industry basis, the largest proportion of employees was in the **education, health and social services** sector with 15,630 employees in 10 agreements; wage increases averaged **3.2 per cent**. The largest wage increase was in the **utilities sector** with 3 agreements providing 1,770 employees with wage gains averaging **3.4 per cent**. In **public administration**, 4 agreements provided 4,730 employees with wage increases averaging 2.4 per cent, and in **manufacturing** wage increases averaged **2.6 per cent** (3 agreements covering 2,120 employees). There was a single agreement in each of the two remaining industry groups: wage increases averaged **2.4 per cent** in the **finance** sector (510 employees) and **1.7 per cent** in the **entertainment and hospitality** sector (900 employees).

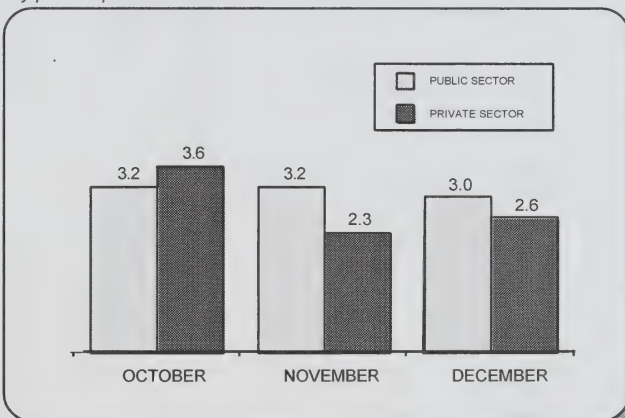
On a regional/jurisdictional basis, wage adjustments and the distribution of settlements and employees in December were:

	<u>Wages(%)</u>	<u>Aqts</u>	<u>Empls</u>
Atlantic provinces	3.5	2	1,030
Quebec	2.3	4	6,180
Ontario	3.0	11	12,530
Prairie provinces	3.5	4	5,020
British Columbia	1.7	1	900
Federal	2.7	2	9,120

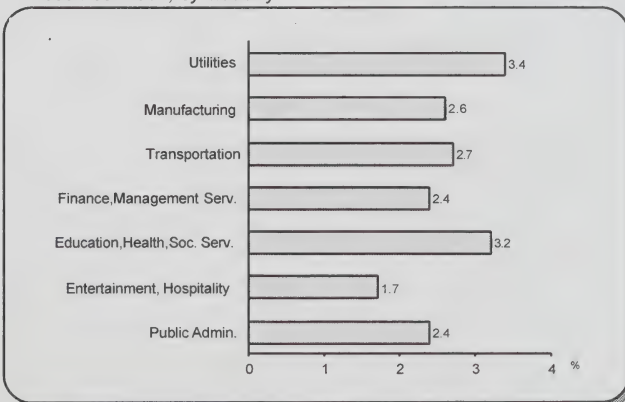
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements reached in December 2002, by industry



WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2002		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.1	2.8	2.9	2.6	2.8	3.2	3.4	3.2	2.9
Non-COLA	2.5	3.2	2.8	3.0	2.6	2.7	3.0	2.9	3.2	2.9
COLA	2.4	2.8	3.4	2.1	2.4	3.6	3.9	4.1	2.5	2.5
First Year Increase	2.3	3.4	2.9	2.9	2.9	2.8	3.3	3.5	3.1	3.3
Non-COLA	2.3	3.5	2.9	2.9	2.9	2.7	3.2	3.2	3.1	3.4
COLA	2.4	3.3	3.1	1.5	1.9	3.4	3.6	3.8	2.2	2.2
Industries										
Primary	1.8	2.6	1.7	-	1.5	1.8	-	-	-	-
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	-	3.1	3.4
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-
Manufacturing	2.7	2.5	3.4	2.7	3.0	3.5	3.9	4.0	2.7	2.6
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.1	2.2	1.8	-	1.8	-
Transportation	2.4	2.9	2.7	2.4	2.7	5.4	2.7	-	2.5	2.7
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-
Finance, Management Services	1.8	2.2	2.1	3.4	0.0	1.9	3.2	3.5	-	2.4
Education, Health, Social Services	2.6	3.3	3.0	3.1	2.8	3.4	3.2	2.8	3.6	3.2
Entertainment, Hospitality Industry	3.0	4.0	2.5	2.4	1.7	3.3	1.7	-	-	1.7
Public Administration	2.3	3.0	2.6	2.8	2.4	2.7	2.9	2.8	3.0	2.4
Jurisdictions										
Newfoundland & Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	-	-	4.4
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	2.5	-	2.7
New Brunswick	2.8	3.4	2.9	3.1	2.3	3.3	3.2	-	3.2	-
Quebec	2.4	2.8	2.1	2.5	2.1	2.2	2.0	1.3	-	2.3
Ontario	2.6	2.9	2.9	2.7	2.8	3.0	3.3	3.7	2.9	3.0
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.2	-	-
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	-	4.5	2.0
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	4.0	3.9	4.0
British Columbia	1.6	2.7	1.9	2.5	1.0	1.4	1.9	2.2	-	1.7
Multi-prov.	2.7	3.1	3.3	-	3.0	4.3	3.1	3.1	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.9	-	2.7
Public Sector	2.5	3.2	2.9	3.0	2.7	3.1	3.2	3.2	3.2	3.0
Private Sector	2.4	3.0	2.6	2.2	2.5	2.4	3.3	3.6	2.3	2.6
Consumer Price Index	1.7	2.7	2.2	1.5	1.3	2.3	3.8	3.2	4.3	3.9

Data for the month of December are preliminary.

Table B
Average Annual Increase in Base Rates from Major Settlements,
by Sector and Region / Jurisdiction

	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2002</u>			
				1	2	3	4
	%	%	%	%	%	%	%
All Industries							
<i>Canada</i>	2.5	3.1	2.8	2.9	2.6	2.8	3.2
<i>Atlantic</i>	2.6	3.9	4.2	5.7	3.9	3.2	3.0
Nfld & Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4
P.E.I.	2.2	3.1	4.9	-	3.2	6.0	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5
New Brunswick	2.8	3.4	2.9	3.1	2.3	3.3	3.2
Quebec	2.4	2.8	2.1	2.5	2.1	2.2	2.0
Ontario	2.6	2.9	2.9	2.7	2.8	3.0	3.3
<i>Prairies</i>	3.9	4.2	4.3	3.6	5.4	3.7	3.9
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9
B.C.	1.6	2.7	1.9	2.5	1.0	1.4	1.9
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1
Federal	2.2	3.0	2.8	2.8	2.8	2.9	2.8
Public Sector							
<i>Canada</i>	2.5	3.2	2.9	3.0	2.7	3.1	3.2
<i>Atlantic</i>	2.9	4.0	4.3	5.7	4.1	3.1	3.0
Nfld & Labrador	5.3	5.0	7.2	7.5	7.1	-	4.4
P.E.I.	2.2	3.1	4.9	-	3.2	6.0	-
Nova Scotia	2.2	3.8	2.3	2.5	2.3	2.1	2.5
New Brunswick	3.5	3.5	3.0	3.1	2.4	3.3	3.2
Quebec	2.3	2.7	2.0	2.6	2.0	2.5	2.2
Ontario	2.7	3.0	2.8	2.8	2.8	2.8	2.9
<i>Prairies</i>	3.9	4.1	4.8	4.2	6.1	3.9	3.9
Manitoba	2.5	2.4	4.6	3.1	6.4	3.0	3.2
Saskatchewan	3.6	2.9	4.4	4.2	5.3	3.9	4.2
Alberta	4.7	4.9	5.1	6.8	6.3	5.0	3.9
B.C.	1.4	2.7	2.2	2.5	0.2	1.9	-
Multiprovince	2.9	3.1	3.0	-	3.0	-	3.1
Federal	2.2	3.1	2.9	2.9	2.9	2.9	3.4
Private Sector							
<i>Canada</i>	2.4	3.0	2.6	2.2	2.5	2.4	3.3
<i>Atlantic</i>	1.7	3.3	3.0	-	2.7	4.0	-
Nfld & Labrador	2.0	-	3.0	-	3.0	-	-
P.E.I.	-	-	-	-	-	-	-
Nova Scotia	1.7	3.3	4.0	-	-	4.0	-
New Brunswick	1.4	3.0	2.0	-	2.0	-	-
Quebec	3.3	2.8	2.5	2.4	3.3	2.2	1.7
Ontario	2.3	2.8	3.1	2.1	2.4	3.1	3.9
<i>Prairies</i>	3.9	4.8	1.6	1.6	0.8	2.4	1.8
Manitoba	3.3	2.5	1.3	1.7	0.0	2.6	-
Saskatchewan	2.0	2.9	1.6	1.6	1.6	-	1.8
Alberta	5.0	5.5	2.3	-	-	2.3	-
B.C.	2.0	1.7	1.4	-	1.9	1.3	1.9
Multiprovince	2.4	3.2	4.3	-	-	4.3	-
Federal	2.2	2.6	2.6	2.4	2.8	3.0	2.6

MAJOR SETTLEMENTS REACHED IN DECEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (3 agreements)	1,770	3.4	3.6	36	
Newfoundland and Labrador Hydro, plant and maintenance employees, province-wide, Nfid and Lab.	500	4.4	5.1	36	2005-03-31
Toronto Hydro, outside employees, Toronto, Ont.	770	3.0 *	3.0	36	2006-01-31
Toronto Hydro, salaried employees, Toronto, Ont.	500	3.0 *	3.0	36	2006-01-31
Manufacturing (3 agreements)	2,120	2.6	2.3	42	
IPSCO Saskatchewan Inc., production empls., Regina, Sask.	740	1.8 *	0.9	48	2006-07-31
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	530	3.0	3.0	24	2004-11-06
Rolls-Royce Canada Limited, production empls., Lachine, Que.	850	3.2	3.0	48	2006-04-02
Transportation (2 agreements)	9,120	2.7	4.7	46	
Air Canada, flight attendants, system-wide	7,920	2.6	5.1	46	2005-08-31
Air Transat, flight attendants, system-wide	1,200	3.4	2.5	46	2005-10-31
Finance, Real Estate, Management Services (1 agreement)	510	2.4	1.8	36	
Saskatchewan Crop Insurance Corporation, office and clerical employees, Regina, Sask.	510	2.4	1.8	36	2003-09-30
Education, Health and Social Services (10 agreements)	15,630	3.2	3.3	19.8	
Algonquin and Lakeshore Catholic District School Board, elementary and secondary teachers, Kingston, Ont.	740	2.6	2.8	24	2004-08-31
Carleton University, support employees, Ottawa, Ont.	650	2.5	2.5	24	2004-06-30
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,900	2.1	2.1	12	2003-08-30
Edmonton Catholic Separate School District No. 7, elementary and secondary teachers, Edmonton, Alta.	1,830	4.5	6.2	36	2004-08-31
Government of Quebec, health and social care professionals, province-wide, Que.	1,880	2.5	2.5	12	2003-06-30
Governors of the University of Calgary, instructors/tutors/lecturers, Calgary, Alta.	1,940	3.6	3.5	24	2004-06-30
Peterborough-Victoria-Northumberland & Clarington CDSB, elementary and secondary teachers, Peterborough, Ont.	860	3.3	3.3	24	2004-08-31
Thames Valley District School Board, elementary teachers, London, Ont.	3,250	2.5	2.5	12	2003-08-30
University of Ottawa, professors, Ottawa, Ont.	1,130	6.9	5.7	36	2004-08-31
University of Quebec in Montreal, support employees, Montréal, Que.	1,450	2.0	2.0	12	2003-11-30
Entertainment and Hospitality (1 agreement)	900	1.7	1.0	48	
Coast Hotels Ltd., hotel or restaurant employees, Nanaimo, B.C.	900	1.7	1.0	48	2006-04-30
Public Administration (4 agreements)	4,730	2.4	1.9	25.9	
City of Kingston, outside employees, Kingston, Ont.	1,200	2.9	3.0	36	2004-12-31
City of Ottawa, health and social care professionals, Ottawa, Ont.	1,000	2.5	0.0	36	2003-12-31
Government of Quebec, correctional officers, prov.-wide, Que.	2,000	2.0	2.0	12	2003-12-31
Halifax Regional Municipality, inside employees, Halifax, N.S.	530	2.7	3.0	36	2004-10-31
Agreements with COLA (3 agreements)	2,010	2.5 *	2.2	40.4	
Agreements without COLA (21 agreements)	32,770	2.9	3.4	30	
All Agreements (24 agreements)	34,780	2.9	3.3	30.6	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,400	B	Dec. 02/Mar.03
•Fishery Products Int'l Ltd. (Nfld. & Lab.)	CAW	2,500	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Government of Manitoba	MGEU	12,690	B	Mar. 03
•Saskatchewan Wheat Pool	GSU	1,560	B	Jan. 03
•Health Authorities of Alberta	various unions	31,700	B/MED/ARB	Mar. 02/03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	B	Dec. 02
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Wage Data for the Year 2002 for Small, Medium and Large Size Bargaining Units

Among the 502 collective bargaining settlements reached in 2002, included were 142 small bargaining units (between 100 and 499 employees), 253 medium sized bargaining units (500 to 1,999 employees), and 107 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The **public sector** wage adjustment of **2.9 per cent** was higher than the **2.5 per cent** figure reported for the **private sector**.

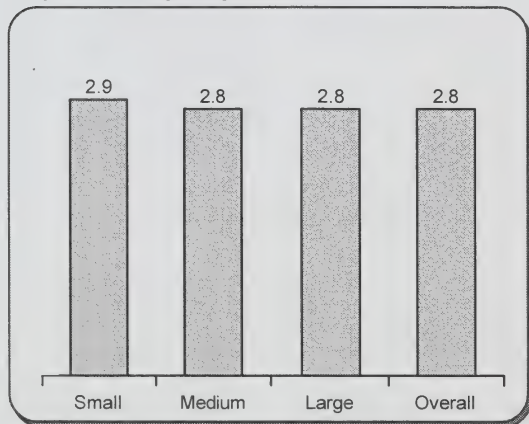
Settlements reached in **small** bargaining units resulted in an average increase of **2.9 per cent**. **Public sector** settlements provided an average increase of **3.3 per cent**, higher than the **private sector** figure of **2.4 per cent**. On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.5 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia**.

Medium-sized bargaining units obtained an average wage increase of **2.8 per cent**. **Public sector** settlements resulted in an average increase of **3.0 per cent** while the **private sector** figure stood at **2.4 per cent**. On an industry basis, two sectors, **education, health and social services** and **public administration** had the highest wage adjustment at **3.0 per cent** while the **construction** sector reported the lowest average at **1.5 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia**.

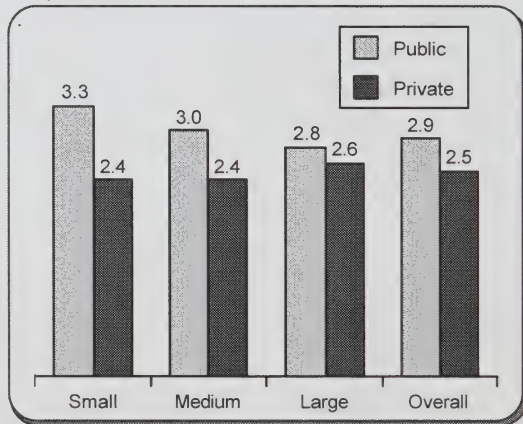
For **large** bargaining units, the average wage increase reported was **2.8 per cent**. **Public sector** average wage increases (**2.8 per cent**) were slightly higher than the **private sector** average wage adjustment of **2.6 per cent**. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.6 per cent** while **construction** reported the lowest increase at **1.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.7 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia**.

Wage Adjustments for the Year 2002

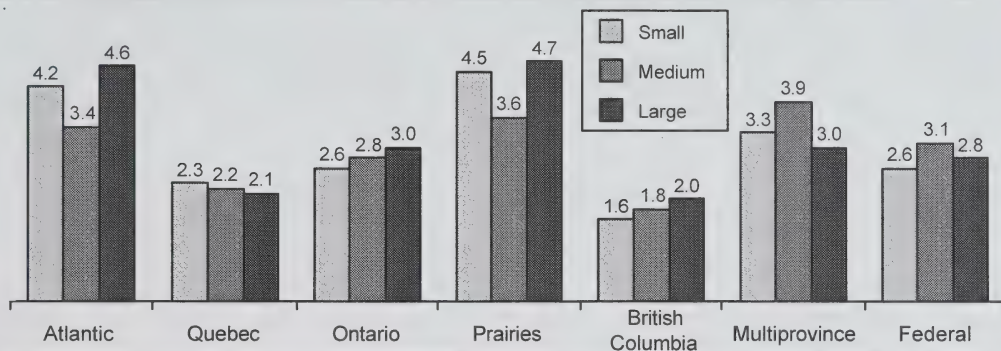
by Size of Bargaining Units



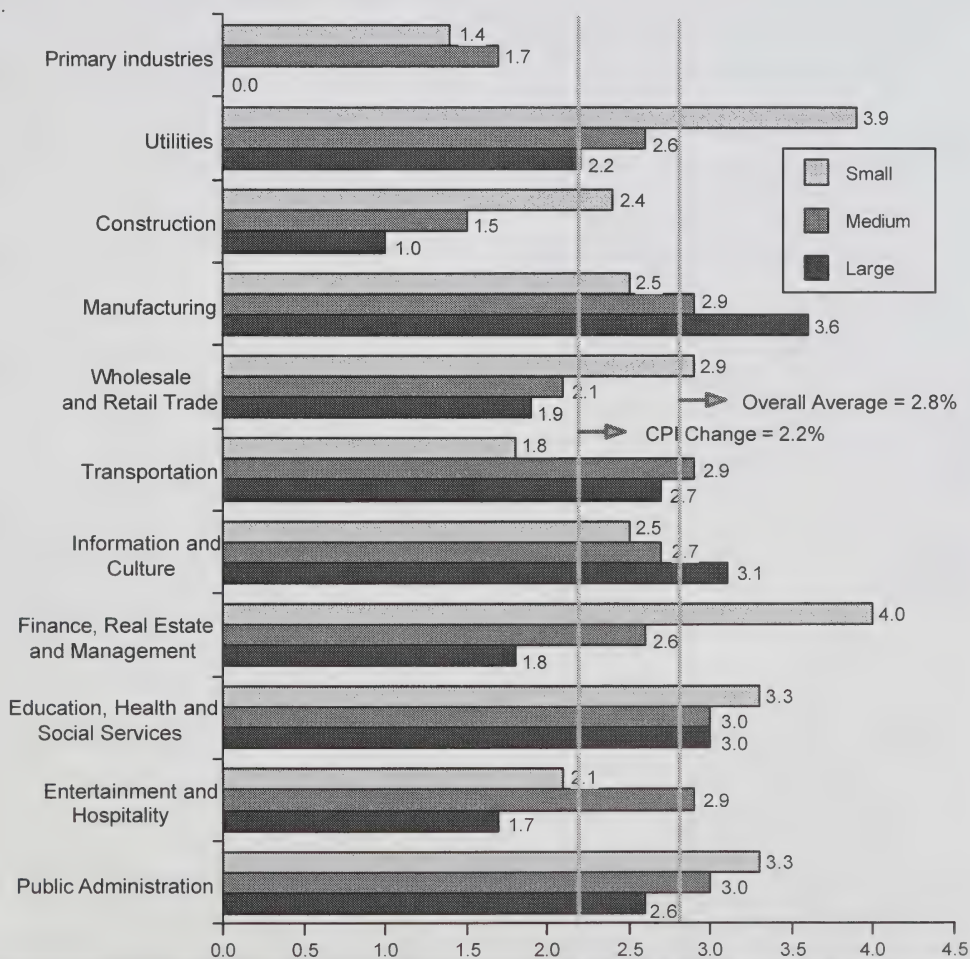
by Public and Private Sectors



Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction for the Year 2002



Percentage Wage Adjustments by Size of Bargaining Units and by Industry for the Year 2002



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN DECEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Abitibi-Consolidated Company of Canada, Ontario-East Woodlands, woods operators, Iroquois Falls, Ont.	110	1.5	0.0	48	2005-08-31
Manufacturing (3 agreements)					
Edwards (Unit of SPX Canada Inc.), production empls., Owen Sound, Ont.	250	3.0	3.0	36	2005-09-30
Exceldor coopérative avicole, packing house employees, St-Anselme, Que.	460	2.8	3.0	60	2007-07-31
Weyerhaeuser Canada Ltd., production, Slave Lake, Alta.	110	2.0	2.0	36	2005-03-31
Wholesale and Retail Trade (1 agreement)					
DaimlerChrysler Canada Inc. (National Parts Dist. Centre-Hourly), plant and maintenance employees, Mississauga, Ont.	210	4.0 *	3.4	36	2005-12-15
Transportation (1 agreement)					
Transit Windsor, bus drivers, Windsor, Ont.	200	3.0 *	3.0	36	2005-09-30
Information and Culture (1 agreement)					
Prince George Citizen, print media employees, Prince George, B.C.	110	1.9	0.0	48	2005-05-31
Education, Health and Social Services (1 agreement)					
Bethany Nursing Home & Long Term Care at Rosehaven Care Centre, health employees, Camrose, Alta.	450	3.5	4.0	24	2004-03-31
Public Administration (1 agreement)					
Government of Canada, radio technicians, Canada-wide	330	2.5	2.8	36	2004-04-30

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:

Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
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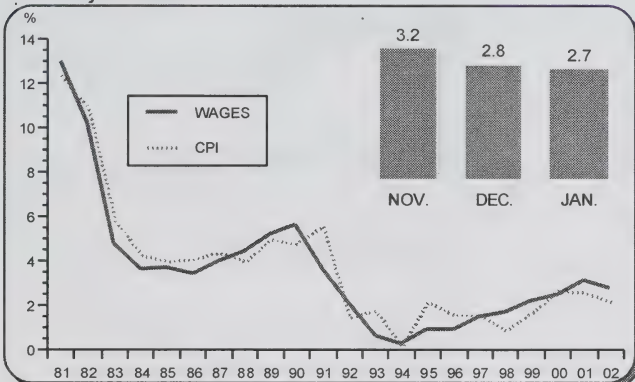


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de travail

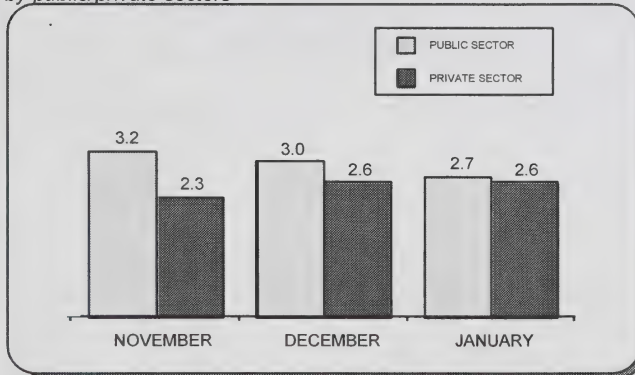
The Wage Settlements Bulletin

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Volume 14, Issue 3

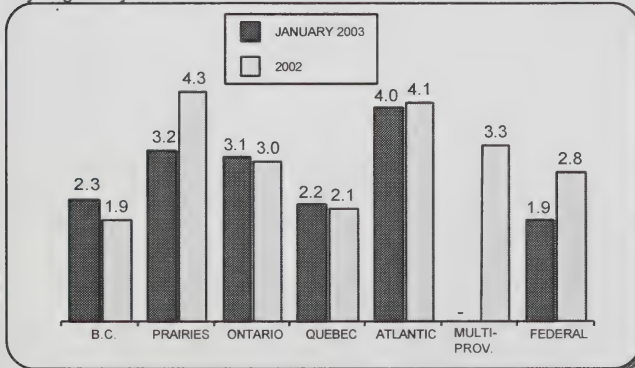
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for January 2003

Major collective bargaining settlements reached in **January 2003** provided base-rate wage increases averaging **2.7 per cent** annually over the contract term. This is fractionally lower than the 2.8 per cent figure recorded in the previous month and also lower than the 3.2 per cent average recorded for the fourth quarter 2002. The January 2003 results are based on a review of 40 settlements, with a coverage of 42,250 employees.

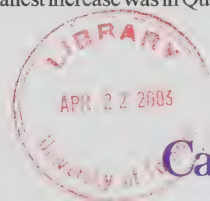
When the parties to these January settlements previously negotiated, contract duration averaged 32 months, and the resulting wage adjustments averaged 2.1 per cent, compared to the current average contract duration of 23 months and wage increases averaging 2.7 per cent.

The majority of employees (55.6%) received increases in the 2.0 to 2.9 per cent range.

Settlements in the Ontario and British Columbia public sectors accounted for the majority of agreements (60%) and employees covered (63%) in the month of January.

Average increases in the public sector were fractionally higher than those in the private sector. **Public sector** wage adjustments averaged **2.7 per cent** for 34,640 employees in 32 settlements. The **private sector** wage increase for 7,610 employees in 8 agreements was slightly lower at **2.6 per cent**.

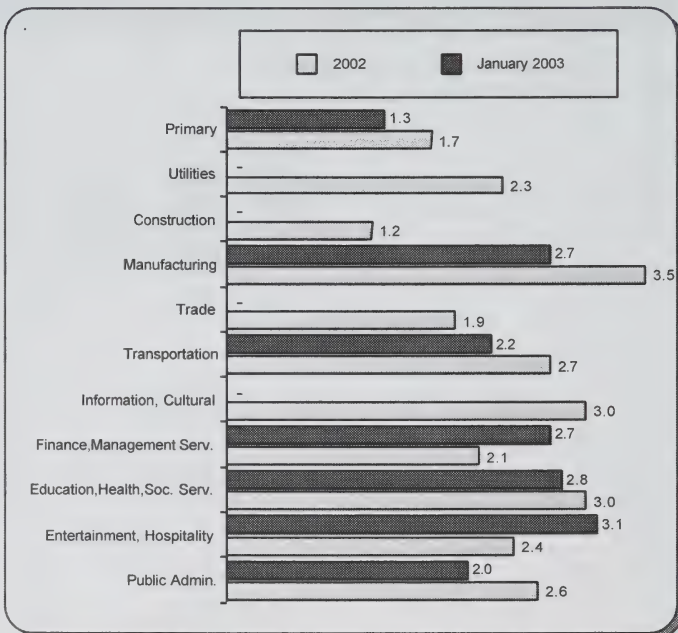
On a regional/jurisdictional basis, the largest average wage increase was in the Atlantic provinces, where a single agreement in Newfoundland and Labrador averaged a wage gain of 4.0 per cent. Wage increases averaged 3.2 per cent in the Prairies, 3.1 per cent in Ontario, and 2.3 per cent in British Columbia. The smallest increase was in Quebec at 2.2 per cent.



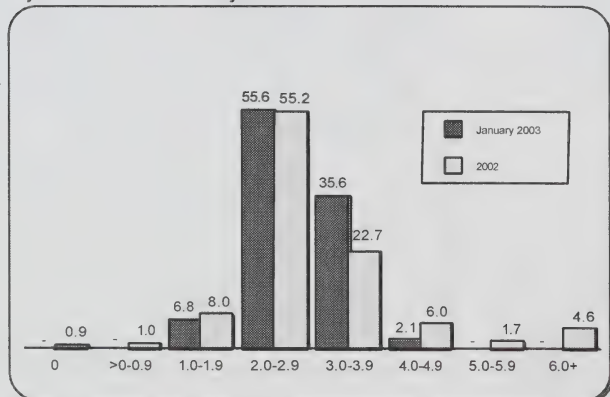
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services** with 31,760 employees (75% of all workers) receiving wage increases averaging **2.8 per cent** in 28 agreements. The largest average increase in wage settlements was in the **entertainment and hospitality** sector with 1,810 employees receiving wage increases averaging **3.1 per cent** in 2 agreements. The second largest average wage increase at **2.7 per cent** was recorded in both the **manufacturing** sector with 3,690 employees in 3 agreements and in the **finance** sector with 1,180 employees in a single agreement (Manitoba Public Insurance Corp.). In **public administration**, 2 agreements provided 1,140 employees with wage gains averaging **2.0 per cent**. In the **transportation** sector, 1,990 employees received wage increases averaging **2.2 per cent** in 3 agreements. In **primary industries**, a single agreement covering 680 employees posted a wage increase averaging **1.3 per cent** (Hudson Bay Mining).

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	870
Quebec	6	5,460
Ontario	13	15,330
Prairie Provinces	2	3,980
British Columbia	15	14,500
Multiprovince	-	-
Federal	3	2,110

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2002			2003
				1	2	3	4	Nov	Dec	Jan	
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.2	3.2	2.8	2.7	
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	3.2	2.9	2.7	
COLA	2.4	3.1	3.5	2.2	2.6	3.7	4.1	2.5	2.6	2.5	
First Year Increase	2.3	3.4	3.0	2.8	2.9	2.9	3.4	3.1	3.4	3.1	
Non-COLA	2.3	3.5	2.9	2.9	2.9	2.7	3.2	3.1	3.4	3.2	
COLA	2.5	3.3	3.5	1.5	2.0	3.8	4.2	2.3	2.3	2.1	
Industries											
Primary	1.8	2.6	1.7	-	1.5	1.8	-	-	-	1.3	
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	3.1	3.4	-	
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	
Manufacturing	2.7	2.6	3.5	2.6	3.1	3.6	3.9	2.7	2.2	2.7	
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	1.8	-	-	
Transportation	2.4	2.9	2.7	2.5	2.7	5.4	2.7	2.5	2.7	2.2	
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-	
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	-	3.6	2.7	
Education, Health, Social Services	2.6	3.4	3.0	3.1	2.8	3.4	3.2	3.6	3.1	2.8	
Entertainment, Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	-	2.2	3.1	
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	3.0	2.4	2.0	
Jurisdictions											
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	-	4.4	4.0	
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-	
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	-	2.7	-	
New Brunswick	2.8	3.4	2.8	3.1	2.3	3.3	2.3	3.2	0.5	-	
Quebec	2.4	2.8	2.1	2.3	2.1	2.2	2.0	-	2.3	2.2	
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.3	2.9	3.0	3.1	
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	-	-	2.7	
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	4.5	2.0	-	
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	3.9	4.0	3.5	
British Columbia	1.6	3.0	1.9	2.5	1.0	1.4	2.0	-	1.9	2.3	
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	-	2.8	1.9	
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.2	3.2	3.0	2.7	
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.6	2.6	
Consumer Price Index	1.7	2.7	2.2	1.5	1.3	2.3	3.8	4.3	3.9	4.5	

Data for the month of January are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	680	1.3	0.0	36	
Hudson Bay Mining and Smelting Co., Limited, mine employees, Flin Flon, Man.	680	1.3 *	0.0	36	2005-12-31
Manufacturing (3 agreements)	3,690	2.7	2.0	20.7	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,350	2.5	2.5	12	2003-12-31
CFM Majestic Products Company, production, Mississauga, Ont.	800	2.3	0.0	36	2006-01-08
Guelph Products Collins and Aikman, production, Guelph, Ont.	540	3.9 *	3.1	36	2006-01-31
Transportation (3 agreements)	1,990	2.2	1.6	43.8	
British Columbia Terminal Elevator Operators' Association, grain elevator employees, Vancouver, B.C.	650	1.3	0.0	60	2005-12-31
Loomis Courier Service, div. of Mayne Nickless Transport, couriers, province-wide, Ont.	780	3.0	3.0	36	2005-10-31
Société de transport de Longueuil, bus drivers, Longueuil, Que.	560	2.2 *	1.5	36	2005-12-31
Finance, Real Estate, Management Services (1 agt.)	1,180	2.7	3.0	36	
Manitoba Public Insurance Corporation, office and clerical employees, province-wide, Man.	1,180	2.7 *	3.0	36	2005-09-17
Education, Health and Social Services (28 agreements)	31,760	2.8	3.4	21	
Board of School Trustees District No. 44, office and clerical employees, North Vancouver, B.C.	860	2.3	3.5	18	2003-06-30
Board of School Trustees School District No. 35, office and clerical employees, Langley, B.C.	570	2.3	3.5	18	2003-06-30
Board of School Trustees School District No. 68, office and clerical employees, Nanaimo, B.C.	650	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No.36, office and clerical employees, Surrey, B.C.	2,470	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No.73, support employees, Kamloops, B.C.	710	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 37, office and clerical employees, Delta, B.C.	800	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 38, office and clerical employees, Richmond, B.C.	630	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 39, office and clerical employees, Vancouver, B.C.	1,540	1.9	2.8	18	2003-06-30
Board of School Trustees of School District No. 41, office and clerical employees, Burnaby, B.C.	1,000	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 42, administrative services employees, Maple Ridge-Pitt Meadows, B.C.	510	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 43, office and clerical employees, Coquitlam, B.C.	1,090	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 57, office and clerical employees, Prince George, B.C.	1,130	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 61, office and clerical employees, Victoria, B.C.	920	2.3	3.5	18	2003-06-30

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Board of Trustees School of School District No. 23, office and clerical employees, Central Okanagan, B.C.	600	2.4	3.6	18	2003-06-30
Calgary Regional Health Authority, Foothills & Children's Hosp., health and social care professionals, Calgary, Alta.	2,800	3.5	4.0	24	2004-04-01
Carleton University, teaching assistants, Ottawa, Ont.	1,200	2.5	3.0	24	2004-08-31
Hamilton-Wentworth Catholic District School Board, elementary teachers, Hamilton, Ont.	1,200	3.8	4.6	24	2004-08-31
Kawartha Pine Ridge District School Board, office and technical employees, Peterborough, Ont.	1,200	2.9	6.2	36	2005-08-31
Memorial University of Newfoundland, administrative services employees, St. John's, Nfld.	870	4.0	2.5	30	2004-03-31
Okanagan Labour Relations Council, office and clerical employees, Revelstoke, B.C.	1,020	2.3	3.5	18	2003-06-30
Peel District School Board, custodial, Mississauga, Ont.	840	3.0	3.0	12	2003-08-31
Peel District School Board, office and clerical employees, Mississauga, Ont.	600	3.0	3.0	12	2003-08-31
Peterborough Victoria Northumberland & Clarington CDSB, support employees, Peterborough, Ont.	500	3.4	4.1	36	2005-08-31
University of Sherbrooke, support employees, Sherbrooke, Que.	710	2.0	2.0	12	2003-12-31
Université du Québec à Chicoutimi, instructors/tutors/lecturers, Chicoutimi, Que.	700	2.0	2.0	12	2003-12-31
Waterloo Region District School Board, occasional teachers, Kitchener, Ont.	800	3.7	0.0	24	2002-08-31
York Region District School Board, elementary teachers, Aurora, Ont.	3,580	3.2	3.3	24	2004-08-31
York Region District School Board, secondary and occasional teachers, Aurora, Ont.	2,260	3.2	3.3	24	2004-08-31
Entertainment and Hospitality (2 agreements)	1,810	3.1	3.6	36	
Maple Leaf Sports & Entertainment Ltd., food service employees, Toronto, Ont.	1,130	3.3	4.0	36	2005-06-30
Woodbine Entertainment Group, racetrack employees, Ont.	680	2.7	2.8	36	2005-12-31
Public Administration (2 agreements)	1,140	2.0	2.0	12	
Société immobilière du Québec, office and clerical employees, Montréal, Que.	500	2.0	2.0	12	2003-12-31
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.0	2.0	12	2003-12-31
Agreements with COLA (4 agreements)	2,960	2.5 *	2.1	36	
Agreements without COLA (36 agreements)	39,290	2.7	3.2	22.1	
All Agreements (40 agreements)	42,250	2.7	3.1	23.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	22,030	B/CO/ARB	Jan.01-Apr.03
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	B/CO	Dec. 02/Mar.03
•Fishery Products Int'l Ltd. (Nfld. & Lab.)	CAW	2,500	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Health Authorities of Alberta	various unions	25,000	B/MED/ARB	Mar. 02/03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Retail Food sector	UFCW	13,680	B	March 03
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	B	Dec. 02

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the Fourth Quarter 2002 for Small, Medium and Large Size Bargaining Units

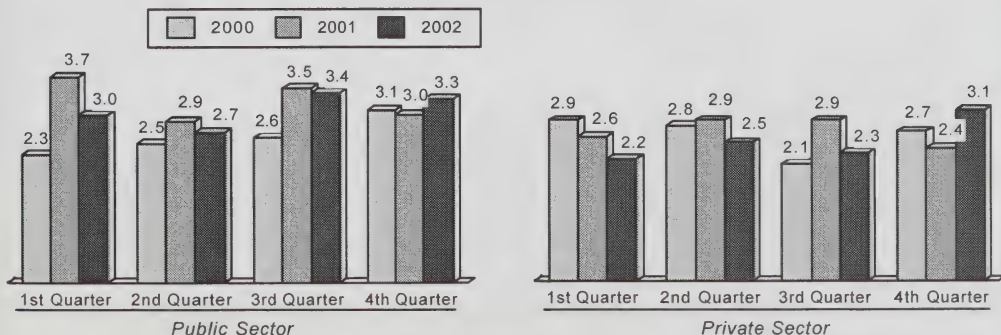
Among the 96 collective bargaining settlements reached in the fourth quarter of the year 2002, 21 settlements were in small bargaining units (between 100 and 499 employees), 59 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 3.2 per cent, up marginally from the 2.8, 2.7 and 2.9 per cent average recorded in the first, second and third quarters of 2002. The overall **public sector** wage adjustment at **3.3 per cent** was slightly higher than the figure of **3.1 per cent** reported for the **private sector**.

SMALL BARGAINING UNITS reported an average increase of **3.3 per cent**, the same as the third quarter figure and higher than the 2.4 and 2.7 per cent reported in the first and second quarter of the year. **Public sector** settlements provided an average increase of **4.0 per cent**, slightly lower than the third quarter (4.1 per cent) and higher than the 2.4 and 2.8 per cent in previous quarters. After a drop to 2.0 per cent in the third quarter, **private sector** wage adjustments raised again to **2.5 per cent** in the fourth quarter, as it was in the second quarter; in the first quarter of 2002, both public and private sectors recorded a 2.4 per cent average. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.1 per cent** while **primary industries** reported the lowest average at **1.5 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.6 per cent** in the **Prairie Provinces** to a low of **1.9 per cent** in **Quebec**.

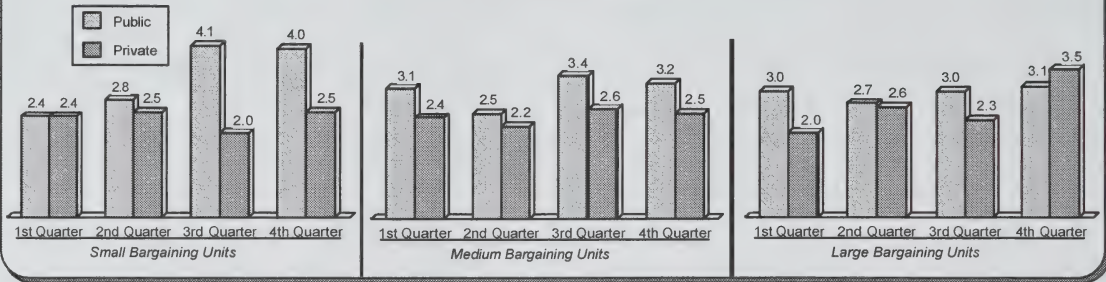
MEDIUM BARGAINING UNITS reported a fourth quarter average wage increase of **3.1 per cent** while previous quarters were lower: 2.9 in the first quarter; 2.4 in the second quarter and 3.0 per cent in the third quarter. **Public sector** settlements resulted in an average increase of **3.2 per cent**, compared to 3.1 in the first quarter, 2.5 in the second quarter and 3.4 per cent in the third quarter of the year. **Private sector** average wage increase were at **2.5 per cent** in the fourth quarter compared to 2.4 in the first quarter, 2.2 in the second and 2.6 per cent in the third quarter of the year. On an industry basis, the **utilities** sector had the highest wage adjustment at **3.3 per cent** while **entertainment and hospitality** reported the lowest average at **1.7 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in the **Prairie Provinces** to a low of **1.9 per cent** in **British Columbia**.

LARGE BARGAINING UNITS reported a wage increase of **3.3 per cent**, much higher than the first quarter figure of 2.9 per cent and both second and third quarters at 2.7 per cent. **Public sector** average wage increases at **3.1 per cent** were slightly higher than the first and third quarters at 3.0 per cent compared to the second quarter figure of 2.7 per cent. **Private sector** settlements resulted in an average increase of **3.5 per cent**, much higher than the 2.0, 2.6 and 2.3 per cent averages recorded in the first, second and third quarters respectively. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **4.1 per cent** while **transportation** reported the lowest increase at **2.6 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Prairies** to a low of **1.6 per cent** in **Quebec**.

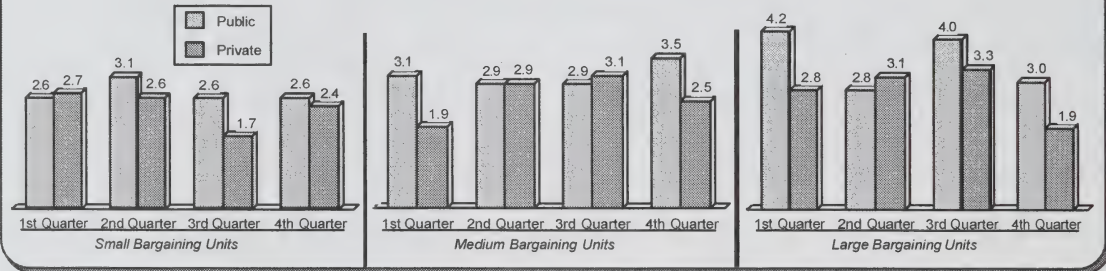
**Public and Private Overall Average
Wage Adjustments by Quarter**



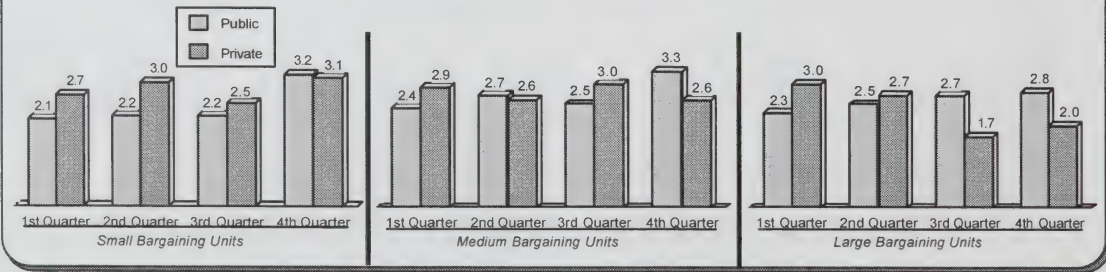
Year 2002 Wage Adjustments by Quarter and Size of Bargaining Units



Year 2001 Wage Adjustments by Quarter and Size of Bargaining Units



Year 2000 Wage Adjustments by Quarter and Size of Bargaining Units



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Primary Industries (3 agreements)					
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	190	1.3 *	0.0	36	2005-12-31
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	120	1.3 *	0.0	36	2005-12-31
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	100	1.3 *	0.0	36	2005-12-31
Utilities (1 agreement)					
Quebec Electric Energy, general tradesmen, Shipshaw, Que.	450	2.5	2.5	12	2003-12-31
Manufacturing (3 agreements)					
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	450	2.5	2.5	12	2003-12-31
Owens Illinois Canada Corp., plant and maintenance employees, Lavington, B.C.	360	2.6 *	2.2	48	2006-01-04
Ryder Truck Rental Canada Ltd. (Ryder Integrated Logistics), warehouse employees, Canada-Wide	310	4.2	4.4	36	2006-01-11
Transportation (3 agreements)					
Groupe Alcan Metal Primaire-Quebec, longshoremen, Port-Alfred, Que.	210	2.5	2.5	12	2003-12-31
Ontario Northland Transportation Commission, maintenance of way employees, Northern Ontario	210	3.0	2.0	36	2004-12-31
Ontario Northland Transportation Commission, tradesmen, Northern Ontario	210	3.0	2.0	36	2004-12-31
Information and Culture (1 agreement)					
The Shopping Channel, Division of Rogers Broadcasting Limited, retail, warehouse and call centre employees, Toronto, Ont.	350	4.9	6.7	34	2005-09-30
Education, Health and Social Services (6 agreements)					
Board of School Trustees of School District No. 6, support employees, Invermere, B.C.	220	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 79, support employees, Duncan, B.C.	320	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 85, building maintenance, North Vancouver Island, B.C.	160	2.3	3.5	18	2003-06-30
Government of New Brunswick, nurses, province-wide, N.B.	370	3.0	4.0	48	2004-11-30
McMaster University, food service employees, Hamilton, Ont.	120	2.3	2.8	36	2005-12-31
Windsor Community Living Support Services, health service-non-professionals, Windsor, Ont.	280	1.7	1.6	24	2005-03-31
Entertainment and Hospitality (1 agreement)					
Chateau Lacombe Hotels Limited, hotel or restaurant employees, Edmonton, Alta.	190	3.0	3.0	24	2004-12-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

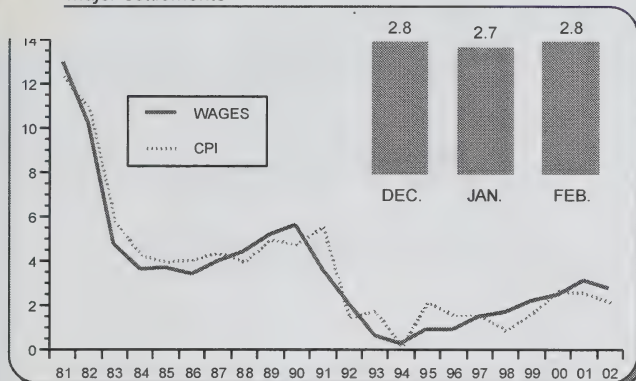
Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

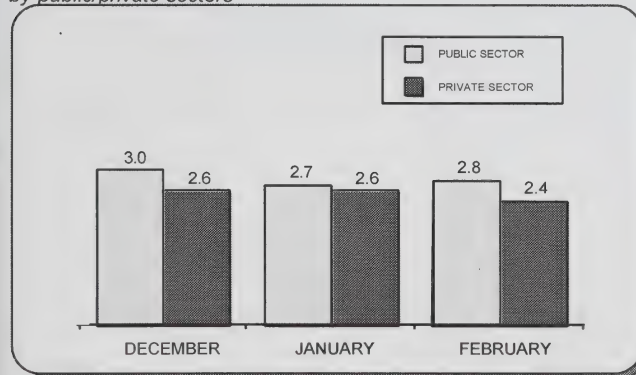
The Wage Settlements Bulletin

April 2003
Volume 14, Issue 4

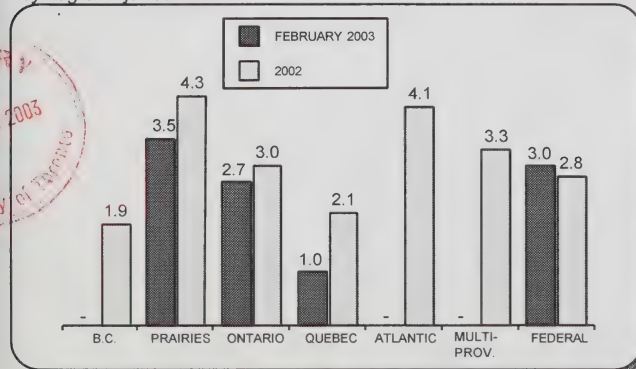
Effective on base rate percentage adjustments major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2003

Major collective bargaining settlements reached in **February 2003** provided base-rate wage increases averaging **2.8 per cent** annually over the contract-term. This is up slightly from the 2.7 per cent figure in the previous month, but is the same average recorded for the year 2002. The February 2003 results are based on a review of 22 settlements reached in the period, with a coverage of 22,240 employees.

When the parties to the February 2003 settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 3.3 per cent, compared to the 2.8 per cent in their current round of settlements and a current average contract duration of 32 months.

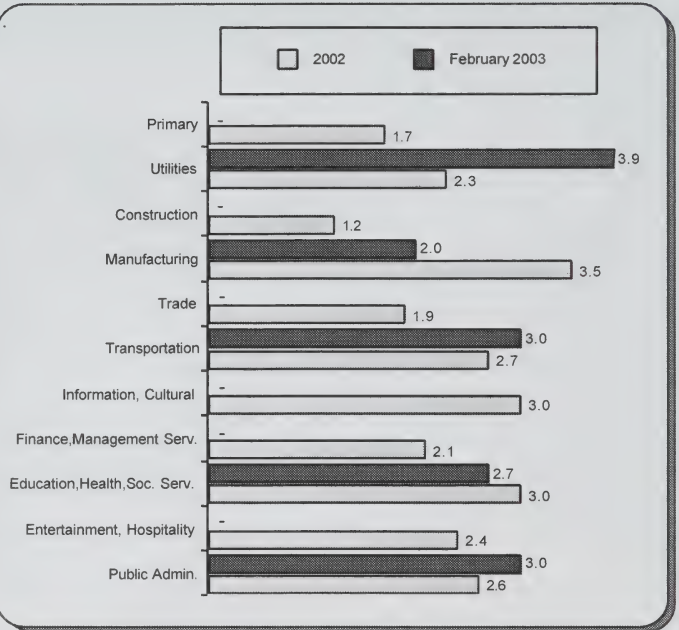
Wage adjustments in February were largely comprised of public sector settlements (17 of 22 settlements covering 85% of all workers). **Public-sector** wage adjustments for 18,810 employees averaged **2.8 per cent**, up from the 2.7 per cent figure reached in the previous month, but down a fraction from the average of 2.9 per cent for the year 2002. **Private-sector** wage increases for 3,430 employees in 5 agreements averaged **2.4 per cent**, down slightly from the 2.6 per cent figure recorded in the previous month and for the year 2002.

On a regional/jurisdictional basis, the largest average wage increases were reported in Alberta (8 agreements, 7,750 employees) at 3.5 per cent; the smallest in Quebec at 1.0 per cent (2 agreements, 3,350 employees). In the Federal jurisdiction, a single agreement provided 1,900 employees with an increase averaging 3.0 per cent. Wage increases in Ontario settlements averaged 2.7 per cent (11 agreements, 9,240 employees). There were no agreements in British Columbia, Saskatchewan, Manitoba, the Atlantic Provinces or in the Multiprovince jurisdiction.

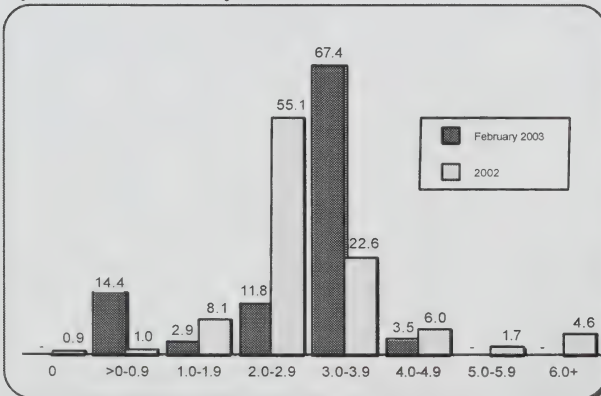
On an industry basis, the largest concentration of employees was in **education, health and social services** with 14,310 employees (64% of all workers) receiving wage increases averaging **2.7 per cent** in 13 agreements. The largest average increase in wage settlements was in the **utilities** sector at **3.9 per cent** for 1,630 employees in 2 agreements. The smallest average wage increase at **2.0 per cent** was recorded in the **manufacturing** sector with 2,580 employees in 4 agreements. In **public administration**, 2 agreements provided 1,820 employees with wage gains averaging **3.0 per cent**. In the **transportation** sector, 1,900 employees received a wage increase averaging **3.0 per cent** in a single agreement.

The largest concentration of employees (67.4%) received increases in the 3.0 to 3.9 per cent range.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	2	3,350
Ontario	11	9,240
Prairie Provinces	8	7,750
British Columbia	-	-
Multiprovince	-	-
Federal	1	1,900

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2002				Year to Date	2002			2003	
				1	2	3	4		Dec	Jan	Feb		
All Industries/Jurisdictions													
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.2	2.7	2.8	2.7	2.8		
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	2.8	2.8	2.7	2.8		
COLA	2.4	3.1	3.5	2.2	2.6	3.7	4.1	2.2	2.6	2.5	0.9		
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.0	3.5	3.1	3.3	3.1	3.1		
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.2	3.2	3.4	3.2	3.1		
COLA	2.5	3.3	3.8	1.5	2.1	4.3	4.7	2.1	2.4	2.1	2.1		
Industries													
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.3	-	1.3	-		
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	3.9	3.4	-	3.9		
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-		
Manufacturing	2.7	2.6	3.5	2.6	3.0	3.6	3.9	2.4	2.2	2.7	2.0		
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-		
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.6	2.7	2.2	3.0		
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-	-		
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	3.6	2.6	-		
Education, Health, Social Services	2.6	3.4	3.0	3.1	2.8	3.4	3.2	2.8	3.1	2.8	2.7		
Entertainment, Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.1	2.2	3.1	-		
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.6	2.4	2.0	3.0		
Jurisdictions													
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	4.0	4.4	4.0	-		
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-	-		
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	-	2.7	-	-		
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	-	0.5	-	-		
Quebec	2.4	2.8	2.1	2.3	2.1	2.2	2.0	1.8	2.3	2.2	1.0		
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.3	3.0	2.9	3.1	2.7		
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	2.6	-	2.6	-		
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	-	2.0	-	-		
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	3.5	4.0	3.5	3.5		
British Columbia	1.6	3.0	1.9	2.5	1.0	1.4	2.0	2.3	1.9	2.3	-		
Multi-Province	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-		
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.4	2.8	1.9	3.0		
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.1	2.8	3.0	2.7	2.8		
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.5	2.6	2.6	2.4		
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.6	3.9	4.5	4.6		

Data for the month of February are preliminary.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	1,630	3.9	4.2	24	
ATCO Gas, plant and maintenance employees, Edmonton, Alta.	850	3.8	4.3	24	2004-12-31
Epcor Utilities Inc., office and clerical employees, Edmonton, Alta.	780	4.0	4.0	24	2003-12-27
Manufacturing (4 agreements)	2,580	2.0	1.8	44.9	
Atlas Specialty Steels, Division of Slater Stainless Corp., plant and maintenance employees, Welland, Ont.	600	0.9 *	2.1	30	2006-09-22
Services Drummondville Inc., production, Drummondville, Que.	740	2.1	1.3	72	2009-02-09
Walker Exhausts, plant and maintenance employees, Cambridge, Ont.	600	3.1	3.1	36	2006-02-06
Waterloo Furniture Components Ltd., plant and maintenance employees, Kitchener, Ont.	640	1.8	1.0	36	2006-01-31
Transportation (1 agreement)	1,900	3.0	3.0	36	
City of Ottawa - OC Transpo, bus drivers, Ottawa	1,900	3.0	3.0	36	2005-03-31
Education, Health and Social Services (13 agreements)	14,310	2.7	3.2	29.3	
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	620	3.3	4.0	36	2005-03-31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	650	3.3	4.0	36	2005-03-31
Capital Health Authority (Royal Alexandra Hospital), non-medical employees, Edmonton, Alta.	1,050	3.4	4.0	36	2005-03-31
Capital Health Authority, non-medical employees, Edmonton, Alta.	2,040	3.5	4.0	24	2004-03-31
Caritas Health Group (Grey Nuns Hospital & Edmonton General Hosp.), non-medical employees, Edmonton, Alta.	760	3.4	4.0	36	2005-03-31
Hastings and Prince Edward District School Board, office and clerical employees, Belleville, Ont.	660	3.0	3.0	24	2004-08-31
Limestone District School Board, elementary teachers, Kingston, Ont.	800	3.2	3.1	24	2004-08-31
McMaster University, teaching assistants, Hamilton, Ont.	1,880	2.6	2.5	28	2004-12-31
Provincial Health Authorities of Alberta, health service non-professionals, Lakeland, Alta.	1,000	3.5	4.0	24	2004-03-31
Trillium Lakelands District School Board, elementary teachers, Lindsay, Ont.	790	3.3	3.7	24	2004-08-31
University of Montreal, lecturers, Montreal, Que.	2,610	0.7	2.0	36	2006-08-31
Waterloo Catholic District School Board, elementary teachers, Kitchener, Ont.	930	3.0	3.0	24	2004-08-31
Waterloo Catholic District School Board, secondary teachers, Kitchener, Ont.	520	3.0	3.0	24	2004-08-31
Public Administration (2 agreements)	1,820	3.0	3.0	36	
City of Thunder Bay, inside and outside employees, Thunder Bay, Ont.	720	3.0	3.0	36	2005-12-31
Municipal Property Assessment Corporation, administrative and support employees, province-wide, Ont.	1,100	3.0	3.0	36	2005-12-31
Agreements with COLA (1 agreement)	600	0.9 *	2.1	30	
Agreements without COLA (21 agreements)	21,640	2.8	3.1	31.9	
All Agreements (22 agreements)	22,240	2.8	3.1	31.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

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•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	B	Dec. 02
•Pipeline Contractors	plumbers	800	B	April 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Distribution of Employees and Agreements by Level of Wage Adjustment for Small, Medium and Large Bargaining Units

Throughout 2000, 2001 and 2002, in all bargaining units (small, medium and large), the modal wage adjustment category for the distribution of employees and agreements was in the 2.0 to 2.9 per cent increase range. Overall **public sector employees** were situated in the 2.0 to 2.9 per cent range in all three years. While overall **private sector employees** remained in the 2.0 to 2.9 per cent range in 2000 and 2001, they were predominantly in the 1.0 to 1.9 per cent range in 2002.

Among the 513 collective bargaining settlements reached in 2002, 146 settlements were in small bargaining units (between 100 and 499 employees), 260 were in medium bargaining units (500 to 1,999 employees), and 107 were in large bargaining units with 2,000 employees and over.

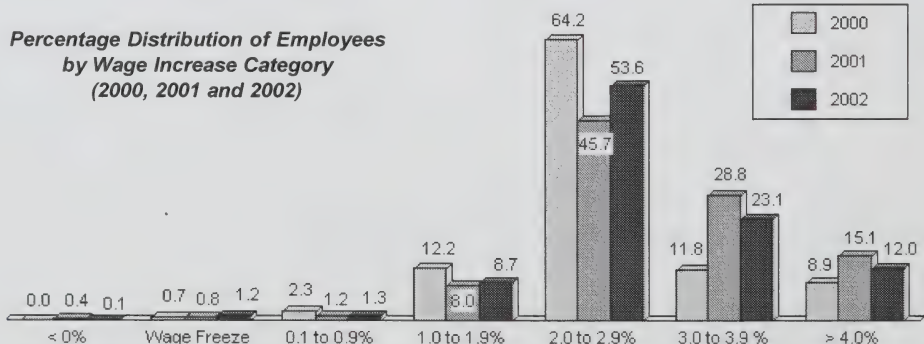
In **small bargaining units**, 46.0 per cent of employees and 43.2 per cent of agreements (63) received a base-rate wage adjustment between 2.0 to 2.9 per cent. This represents half (49.9 per cent) of private sector employees and 42.7 per cent of public sector employees. While 38.7 per cent of public sector employees received wage adjustments of 3.0 to 3.9 per cent, only 17.7 per cent of private sector employees were in that category. The highest wage adjustment, 4.0 per cent and higher, was granted to 15.2 per cent of public sector employees while

14.1 per cent of private sector employees received the lowest adjustment (1.0 to 1.9 per cent range).

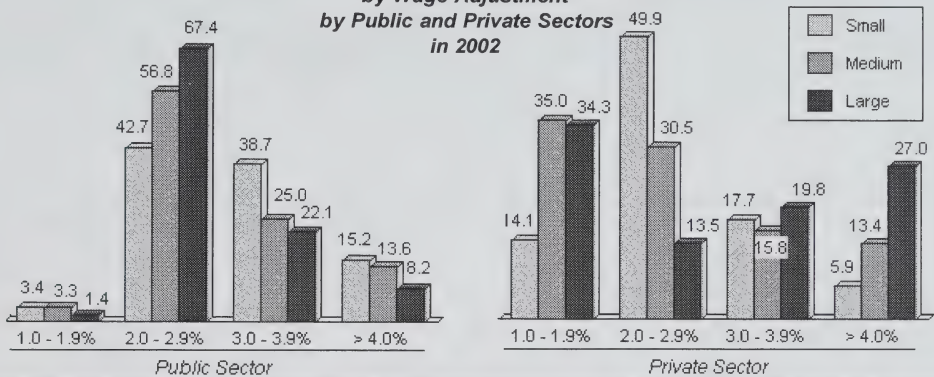
In the **medium bargaining units**, 49.2 per cent of the employees and half the agreements received a base-rate wage adjustment between 2.0 to 2.9 per cent. This represents 56.8 per cent of public sector employees and 30.5 per cent private sector employees. One quarter, 25.0 per cent of public sector employees and 15.8 per cent of private sector employees received 3.0 to 3.9 per cent wage increase. Over a third (35.0 per cent) of private sector employees received the lowest wage increase (1.0 to 1.9 per cent) while 13.6 per cent of public sector employees reach wage adjustments of 4.0 per cent and higher.

In the **large bargaining units**, the 2.0 to 2.9 per cent adjustment rate was reached by 45.8 per cent of the agreements, covering 57.1 per cent of the employees. A good majority of public sector employees (67.4 per cent) and 34.3 per cent private sector employees received a base-rate wage adjustment between 2.0 to 2.9 per cent. Under a quarter of public and private sectors employees, 22.1 and 19.8 per cent respectively benefited from a 3.0 to 3.9 per cent wage increase. The highest wage adjustment, 4.0 per cent and higher, was awarded to 8.2 per cent of public sector employees and to 27.0 per cent private sector employees.

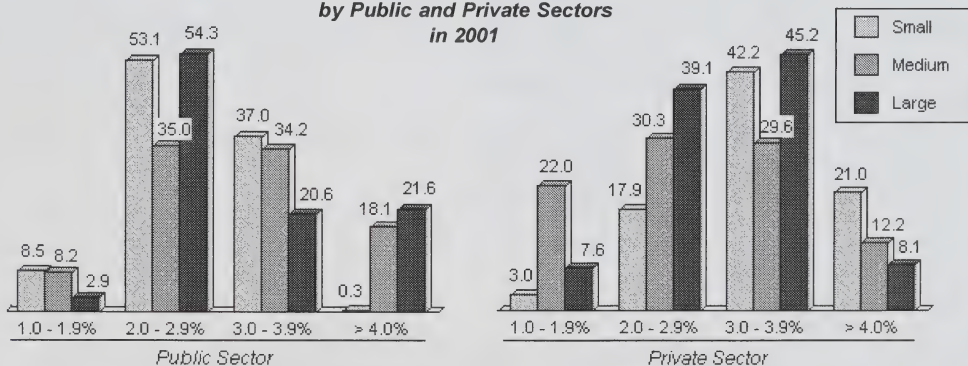
**Percentage Distribution of Employees
by Wage Increase Category
(2000, 2001 and 2002)**



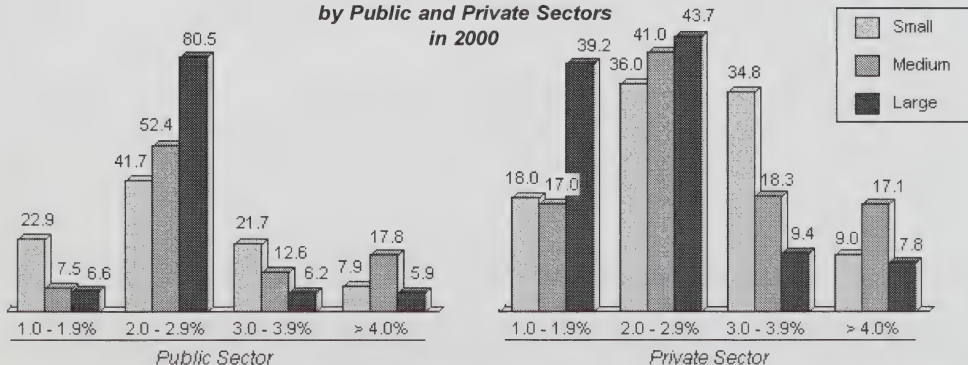
**Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2002**



**Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2001**



**Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2000**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN FEBRUARY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Utilities (1 agreement)					
Electrical Safety Authority, office and clerical employees, province-wide, Ont.	280	3.0	3.0	24	2005-03-31
Manufacturing (7 agreements)					
Aero Garment Limited, production, Vancouver, B.C.	120	1.2	1.0	36	2005-12-31
Avcorp Industries Inc. (Aerostructures Division), plant and maintenance employees, Richmond, B.C.	350	1.7	0.0	36	2005-09-30
Ball Packaging Products Canada, Inc., plant and maintenance employees, Burlington, Ont.	340	2.0 *	2.6	36	2006-01-24
Kimberly-Clark Forest Products Inc., mill employees, Terrace Bay, Ont.	490	2.1	2.0	60	2007-04-30
Shorewood Packaging Corporation, SPC Corporation Limited, production, Smiths Falls, Ont.	200	2.5	2.5	72	2009-01-31
Snap-On Tools of Canada Ltd., plant and maintenance employees, province-wide, Ont.	230	3.0	3.0	36	2006-01-31
Weyerhaeuser Company Limited, mill employees, Chapleau, Ont.	150	2.5	2.3	60	2007-04-30
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, general tradesmen (non-construction), Chalk River, Ont.	350	2.0	2.0	36	2006-03-31
Education, Health and Social Services (5 agreements)					
Corporation of the County of Renfrew (Miramichi Lodge), health service-non-professionals, Pembroke, Ont.	150	3.2	3.0	36	2005-12-31
Rainbow District School Board, secondary teachers, Sudbury, Ont.	400	3.3	3.3	24	2004-08-31
St. Joseph's Auxiliary Hospital, non-medical employees, Edmonton, Alta.	220	4.3	6.6	24	2004-06-30
Superior-Greenstone District School Board, secondary and occasional teachers, Marathon, Ont.	150	3.5	3.5	24	2004-08-31
Windsor Regional Hospital, non-medical employees, Windsor, Ont.	490	3.2	3.0	36	2005-03-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:

Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca



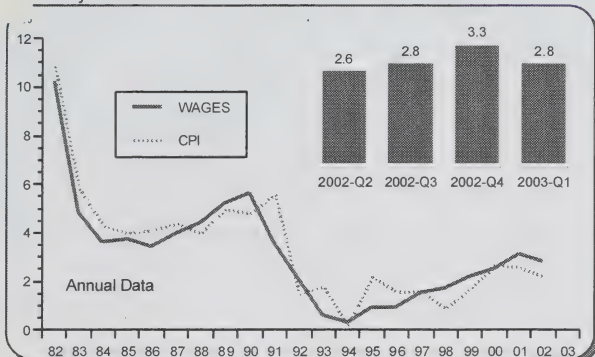
Workplace
Information

Information
sur les milieux
de travail

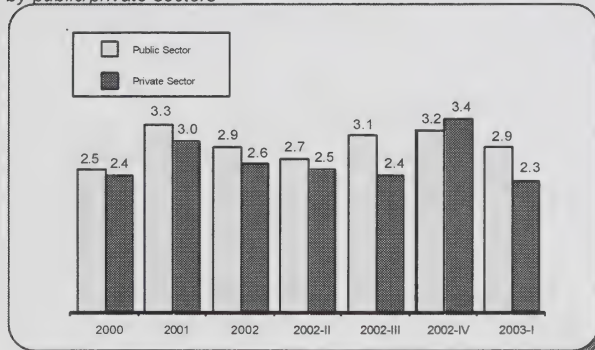
The Wage Settlements Bulletin

May 2003
Volume 14, Issue 5

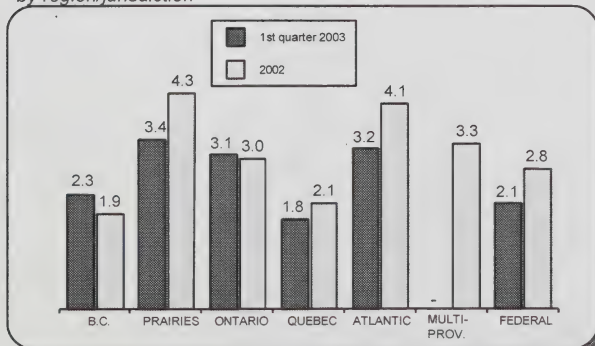
Prospective on base rate percentage adjustments
in major settlements



Base rate percentage adjustments from major settlements,
by public/private sectors



Base rate percentage adjustments from major settlements,
by region/jurisdiction



Le Bulletin existe également en français.

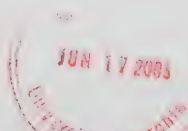
Wage Data for the First Quarter

Major collective bargaining settlements reached in the **first quarter 2003** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is down from the 3.3 per cent figure in the previous quarter, but the same average recorded for the year 2002. The first quarter 2003 results are based on a review of 86 settlements reached in the period, with a coverage of 107,980 employees.

When the parties to these settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 2.5 per cent, compared to the 2.8 per cent in their current round of settlements and a current average contract duration of 31 months.

Wage adjustments in the first quarter were largely comprised of public sector settlements (62 of 86 settlements covering 75.5% of all workers). **Public-sector** wage adjustments for 81,490 employees averaged **2.9 per cent**, down from the 3.2 per cent figure reached in the previous quarter, and the same as the average of 2.9 per cent reached in the year 2002. **Private-sector** wage increases for 26,490 employees in 24 agreements averaged **2.3 per cent**, down from the 3.4 per cent figure recorded in the previous quarter and the 2.6 per cent figure for the year 2002.

On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie Provinces (12 agreements, 18,030 employees) at 3.4 per cent; the smallest in Quebec at 1.8 per cent (9 agreements, 10,210 employees). Wage increases in Ontario settlements averaged 3.1 per cent (36 agreements, 36,810 employees); wage increases in the Atlantic Provinces averaged 3.2 per cent (5 agreements, 15,650 employees); and in B.C., 2.3 per cent (15 agreements, 14,500 employees). In the Federal jurisdiction, 9 agreements provided 12,780 employees with an increase averaging 2.1 per cent.



Wage Data for March 2003

Base-rate wage adjustments from major collective bargaining settlements reached in **March 2003** averaged **2.9 per cent** annually over the contract term, up a fraction from the 2.8 per cent average in the previous month and the 2.8 per cent annual figure for 2002 as a whole.

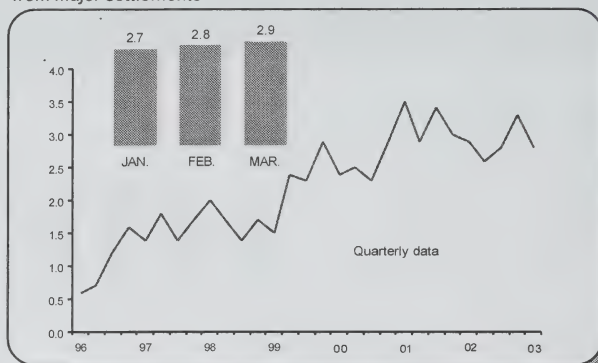
The results for March 2003 are based on a review of 22 settlements covering 42,120 employees.

When the parties to these settlements previously negotiated, contract duration averaged 33 months and the resulting wage adjustments averaged 2.4 per cent, compared to the 2.9 per cent in their current round of settlements and average contract duration of 39 months.

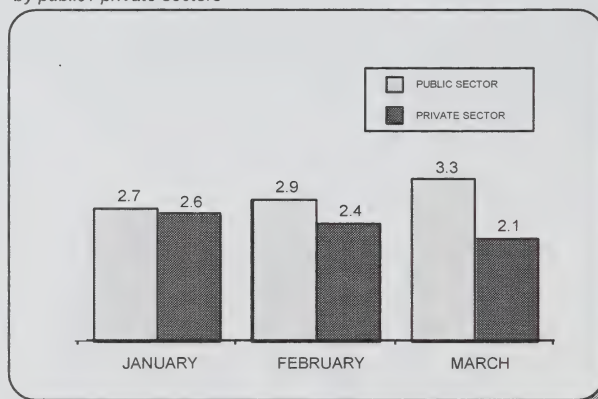
Wage gains in March were higher in the **public sector (3.3 per cent)** than in the **private sector (2.1 per cent)**. Public-sector wage adjustments for March were influenced in large part by a Government of Nova Scotia settlement providing 10,000 teachers with wage gains averaging 3.4 per cent.

On a regional/jurisdictional basis, wage adjustments in March were largest in Ontario and the Prairie Provinces at 3.2 per cent; wage adjustments were lowest in Quebec at 1.8 per cent and in the Federal jurisdiction at 1.9 per cent. The largest concentration of employees was in the Atlantic Provinces with 14,780 workers receiving wage increases of 3.1 per cent in 4 agreements (due in large part to the Nova Scotia teachers contract). There were no settlements in British Columbia.

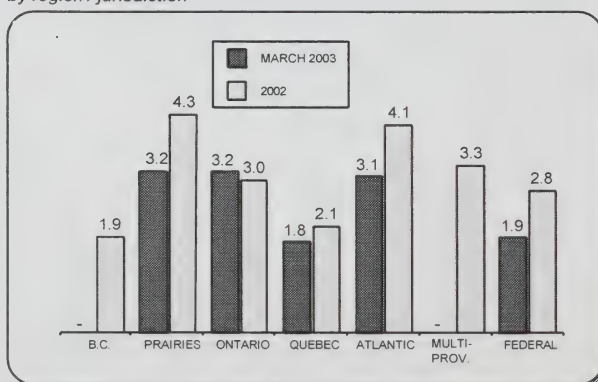
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

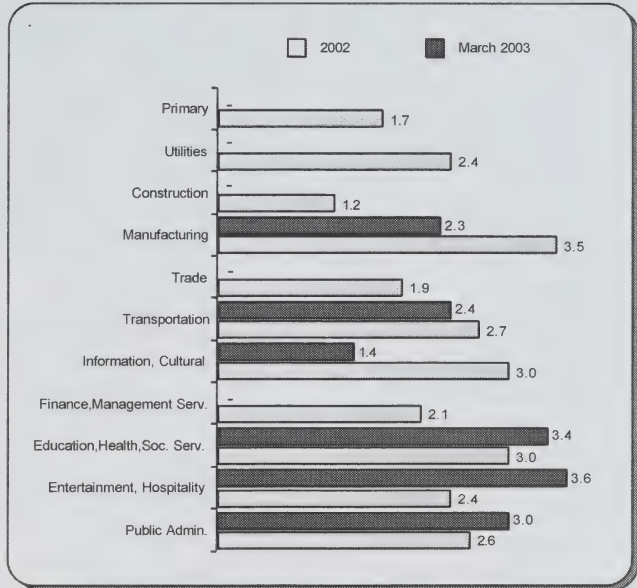


Base rate percentage adjustments from major settlements, by region / jurisdiction

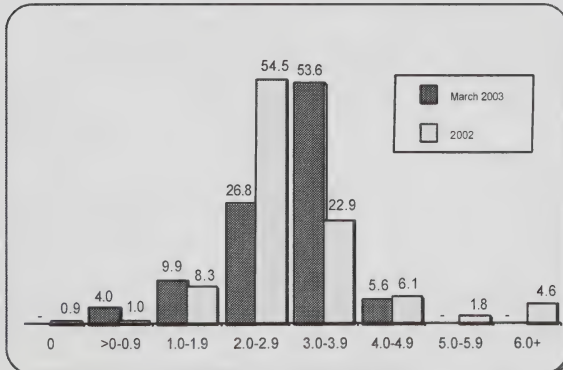


On an industry basis, the largest concentration of employees was in **education, health and social services** with 22,320 employees (53% of all workers) receiving wage increases averaging **3.4 per cent** in 8 agreements. The largest average increase in wage settlements was in the **entertainment and hospitality** sector at **3.6 per cent** for 1,200 employees in a single agreement (Cara Operations, airline services). The smallest average wage increase at **1.4 per cent** was recorded in the **information and culture** sector with 4,120 employees in 3 agreements. In **public administration**, a single agreement provided 2,010 employees with wage gains averaging **3.0 per cent**. In the **transportation** sector, 5,220 employees received a wage increase averaging **2.4 per cent** in 3 agreements. In the **manufacturing** sector, 6 agreements provided 7,250 employees with wage gains averaging **2.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	4	14,780
Quebec	1	1,400
Ontario	10	10,870
Prairie Provinces	2	6,300
British Columbia	-	-
Multiprovince	-	-
Federal	5	8,770

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2003	2003		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.7	2.8	2.9
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	2.9	2.7	2.9	3.0
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.1	1.8	2.5	0.9	1.4
First Year Adjustment	2.3	3.4	3.0	2.8	2.9	3.0	3.6	3.0	3.1	3.1	2.8
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.2	3.1	3.2	3.1	3.0
COLA	2.5	3.3	4.2	1.5	2.3	4.7	5.2	1.6	2.1	2.1	1.2
Industries											
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.4	1.4	-	-
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	-	3.9	-
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	2.9	3.6	3.9	2.3	2.2	3.0	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.2	3.0	2.4
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	-	-	1.4
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	2.6	-	-
Education, Health, Social Services	2.6	3.5	3.0	3.1	2.8	3.4	3.2	3.0	2.8	2.8	3.4
Entertainment, Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.3	3.1	-	3.6
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.8	2.0	3.0	3.0
Jurisdictions											
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	5.0	3.0	4.0	-	2.7
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	2.7	-	-	2.7
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	-	-	3.4
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	-	-	2.3
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.0	1.8
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.4	3.1	3.1	2.9	3.2
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	2.6	-	3.2
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	-	-	3.6
Alberta	4.7	5.1	4.9	6.8	6.3	4.4	3.9	3.5	3.5	3.5	-
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.3	-	-
Multi-Province	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.0	3.0	1.9
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.2	2.9	2.7	2.9	3.3
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.6	2.4	2.1
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	4.5	4.6	4.3

Data for the month of March are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (6 agreements)	7,250	2.3	2.5	40.9	
Bombardier Aerospace de Havilland Division, production, Downsview, Ont.	1,170	1.2 *	0.9	36	2006-06-22
Cavendish Farms, plant and maintenance employees, New Annan, P.E.I.	640	2.7	3.7	48	2006-12-31
Faurecia Automotive Seating Canada Ltd., production, Mississauga, Ont.	500	3.0	4.4	36	2006-05-17
Fishery Products International Limited, plant and maintenance employees, Bonavista, Nfld.	2,500	2.7	3.0	27	2005-03-31
Ispat Sidbec inc., production, Contrecoeur, Que.	1,400	1.8 *	1.5	72	2009-01-31
Sterling Trucks, production, St. Thomas, Ont.	1,040	2.7	2.5	36	2006-03-08
Transportation (3 agreements)	5,220	2.4	2.2	46.3	
Allied Systems, truck drivers, province-wide, Que.	950	1.1 *	0.4	36	2005-10-31
British Columbia Maritime Employers Association, longshoremen, Coast, B.C.	3,700	2.6	2.7	51	2007-03-31
Hamilton Street Railway Company, operating employees, Municipality of Hamilton-Wentworth, Ont.	570	3.0	2.0	33	2003-12-31
Information and Culture (3 agreements)	4,120	1.4	1.4	40	
Canadian Broadcasting Corporation, technical employees, Canada-Wide (excl. Que. & N.B.)	1,770	2.5	2.5	9	2004-03-31
Groupe TVA Inc., broadcast and TV employees, Montréal, Que.	650	1.4 *	2.0	72	2005-12-31
Vidéotron ltée, administrative services employees, Montréal, Que.	1,700	0.3	0.0	60	2006-12-31
Education, Health and Social Services (8 agreements)	22,320	3.4	3.4	36.9	
Government of New Brunswick, support employees, province-wide, N.B.	1,640	2.3	2.7	48	2006-02-28
Government of Nova Scotia, elementary and secondary teachers, province-wide, N.S.	10,000	3.4	3.5	43	2005-07-31
Regional Health Authorities of Manitoba, home care workers, province-wide, Man.	5,500	3.2	3.0	36	2005-03-31
Thames Valley District School Board, secondary teachers, London, Ont.	1,660	4.2	4.2	12	2003-08-30
University of Guelph, teaching assistants, Guelph, Ont.	860	3.7	3.5	36	2005-08-31
University of Regina, professors, Regina, Sask.	800	3.6	3.5	36	2005-06-30
Upper Grand District School Board, secondary teachers, Guelph, Ont.	710	4.2	4.2	12	2003-08-31
York Region District School Board, occasional teachers, Aurora, Ont.	1,150	3.2	3.3	24	2004-08-31
Entertainment and Hospitality (1 agreement)	1,200	3.6	3.5	36	
Cara Operations Limited, hotel or restaurant employees, Toronto, Ont.	1,200	3.6	3.5	36	2006-01-14
Public Administration (1 agreement)	2,010	3.0	2.0	33	
City of Hamilton & Region of Hamilton-Wentworth, inside and outside employees, Hamilton, Ont.	2,010	3.0	2.0	33	2003-12-31
Agreements with COLA (4 agreements)	4,170	1.4 *	1.2	53.7	
Agreements without COLA (18 agreements)	37,950	3.0	3.0	37.2	
All Agreements (22 agreements)	42,120	2.9	2.8	38.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	103,130	B/CO/ARB	Jan.01-Jun.03
•Canada Post	Postmasters	6,600	TENT	Dec. 01
•Canada Post	CUPW	45,000	CO	Jan. 03
•Atomic Energy	Engineers and technical empl.	1,050	CO/TENT	Dec. 02/Mar.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/CO/ARB	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•CAE Electronics	CEP	750	B	June 03
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	ARB	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Hydro One (Ont.)	CUPE	3,100	TENT	March 03
•INCO Ltd. (Ont.)	Steelworkers	3,630	B	May 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	various unions	25,000	B/MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B/TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B	June 03
•B.C. Retail Food sector	UFCW	16,680	B	Mar./Apr. 03
•Greater Vancouver Hotel Empl. Assn.	Hotel and Restaurant Employees	2,200	B	June 03
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	CO	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status*:

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Wage Data for the First Quarter 2003 for Small, Medium and Large Size Bargaining Units

Among the 132 collective bargaining settlements reached in the first quarter of the year 2003, 46 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1,999 employees), and 12 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent. The overall public sector wage adjustment at 2.9 per cent was slightly higher than the figure of 2.2 per cent reported for the private sector.

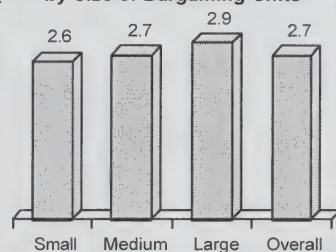
SMALL bargaining units reported an average increase of 2.6 per cent. **Public sector** settlements provided an average increase of 2.9 per cent, higher than the private sector wage adjustments of 2.2 per cent which was influenced by 3 wage freezes. On an industry basis, the public administration sector had the highest wage adjustment at 3.1 per cent while primary industries reported the lowest average at 1.4 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 4.1 per cent in the Prairie Provinces to a low of 2.0 per cent in the Federal jurisdiction.

MEDIUM bargaining units reported a first quarter average wage increase of 2.7 per cent. **Public sector** settlements resulted in an average increase of 2.9 per cent, compared to the private

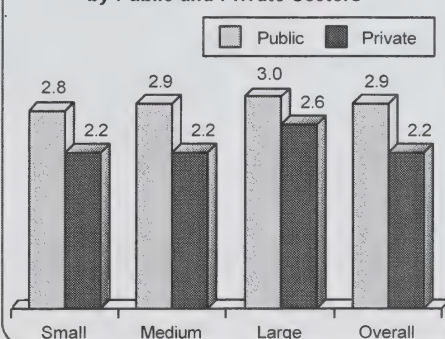
sector figure of 2.2 per cent. On an industry basis, the utilities sector had the highest wage adjustment at 3.9 per cent while primary industries reported the lowest average at 1.4 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.4 per cent in the Prairie Provinces to a low of 1.8 per cent in the Federal jurisdiction.

LARGE bargaining units reported a wage increase of 2.9 per cent. Settlements in the public sector resulted in an average increase of 3.0 per cent compared to 2.6 per cent in the private sector. On an industry basis, the public administration sector had the highest wage adjustment at 3.0 per cent while manufacturing reported the lowest increase at 2.6 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.3 per cent in the Prairie Provinces to a low of 1.5 per cent in Quebec.

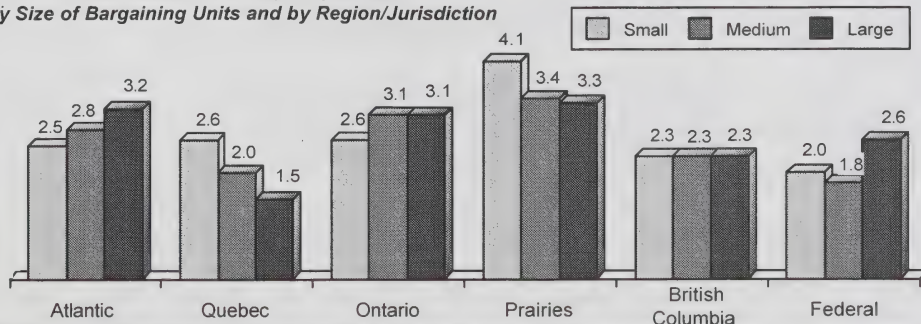
**First Quarter 2003 Wage Adjustments
by Size of Bargaining Units**



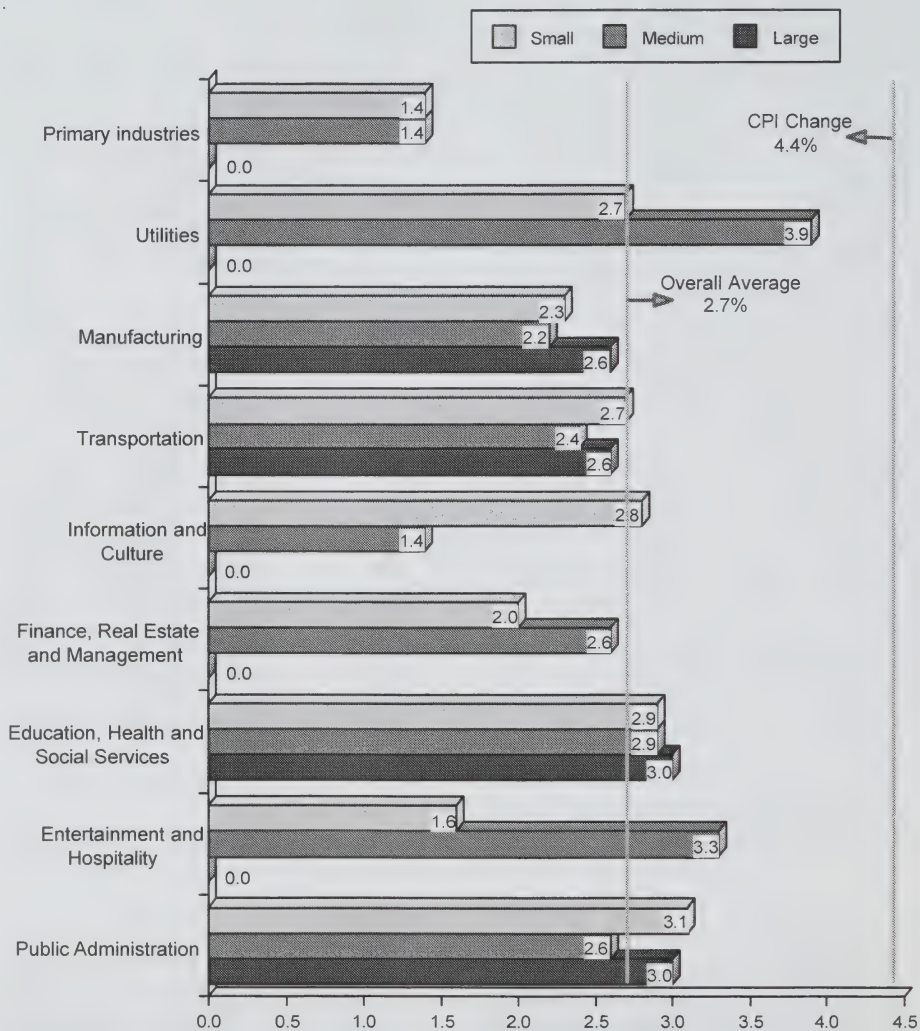
**First Quarter 2003 Wage Adjustments
by Public and Private Sectors**



**First Quarter 2003 Wage Adjustments
by Size of Bargaining Units and by Region/Jurisdiction**



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry for the First Quarter of 2003**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MARCH 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Manufacturing (7 agreements)					
Bauer inc., plant and maintenance employees, Saint-Jérôme, Que.	180	2.7	3.2	60	2007-11-30
Beaulieu Canada, Moquette-Usine 3, plant and maintenance employees, Acton Vale, Que.	390	2.9	3.7	60	2006-11-30
Boeing Canada Technology Ltd., production, Arnprior, Ont.	270	3.5 *	3.8	36	2006-03-06
Bombardier Aerospace de Havilland Division, office and clerical employees, Downsview, Ont.	230	1.3 *	0.9	36	2006-06-22
Maple Leaf Foods Inc., plant and maintenance employees, Brantford, Ont.	170	2.1	2.5	38	2006-03-30
Noranda Inc. (Brunswick Smelter), plant and maintenance employees, Gloucester County, N.B.	350	0.0 *	0.0	36	2006-02-28
Triple M Housing Ltd., plant and maintenance employees, Lethbridge, Alta.	200	4.4	4.0	36	2005-12-31
Transportation (1 agreement)					
Laidlaw Transit Ltd. (Mississauga Div.), bus drivers, Mississauga, Ont.	210	2.5	2.5	24	2004-08-31
Information and Culture (1 agreement)					
Vidéotron Ltée, administrative services employees, Québec, Que.	320	0.6	2.0	72	2006-12-31
Education, Health and Social Services (1 agreement)					
Keewatin-Patricia District School Board, elementary teachers, Kenora, Ont.	250	3.0	3.0	24	2004-08-31
Entertainment and Hospitality (1 agreement)					
Alsco Uniform & Linen Services, laundry and dry cleaners, Vancouver, B.C.	180	0.0	0.0	48	2007-02-28
Public Administration (1 agreement)					
Brantford Police Services Board, police officers, Brantford, Ont.	130	3.2	3.0	36	2005-12-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

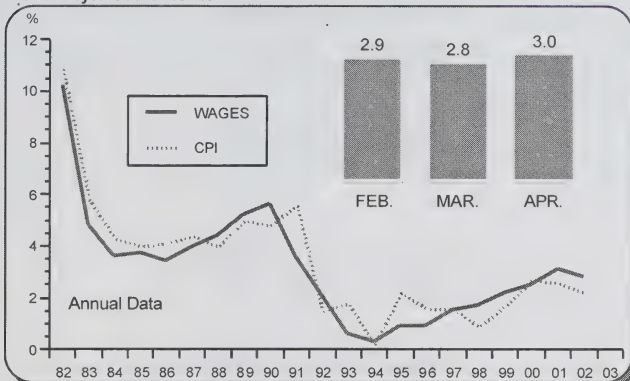
Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

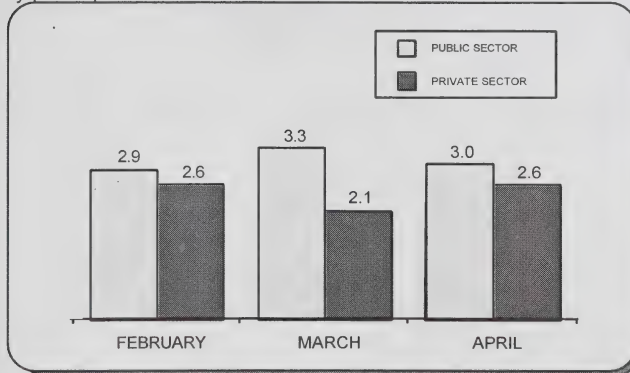
The Wage Settlements Bulletin

June 2003
Volume 14, Issue 6

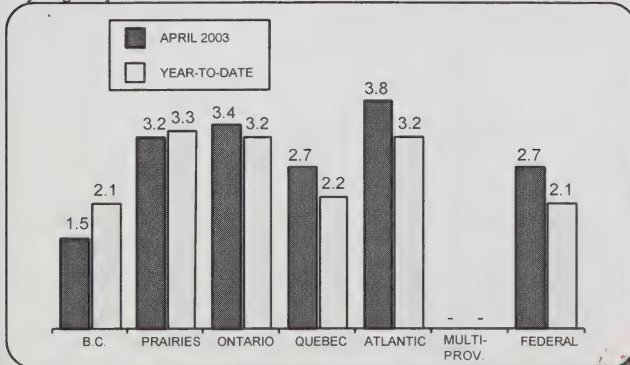
Perspective on base rate percentage adjustments
from major settlements



Base rate percentage adjustments from major settlements,
by public/private sectors



Base rate percentage adjustments from major settlements,
by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2003

Major collective bargaining settlements reached in **April 2003** provided base-rate wage increases averaging **3.0 per cent** annually over the contract-term. This is up from the 2.8 per cent figure in the previous month, and the 2.8 per cent average recorded for the year 2002 as a whole.

The April 2003 results are based on a review of 38 settlements reached in the period, with a coverage of 47,860 employees.

When the parties to the April settlements previously negotiated (with contract duration averaging 31 months), the resulting wage adjustments averaged 2.7 per cent, compared to the 3.0 per cent in their current round of settlements and a current average contract duration of 30 months.

Wage adjustments in April 2003 were largely comprised of public sector settlements (81.6% of agreements covering 86.3% of employees). **Public-sector** wage adjustments for 41,320 employees in 31 settlements averaged **3.0 per cent**, down from 3.3 per cent in the previous month, and up slightly from the 2.9 per cent average for the year 2002. **Private-sector** wage increases for 6,540 employees in 7 agreements averaged **2.6 per cent**, up from 2.1 per cent in the previous month, and the same as the average of 2.6 per cent for 2002.

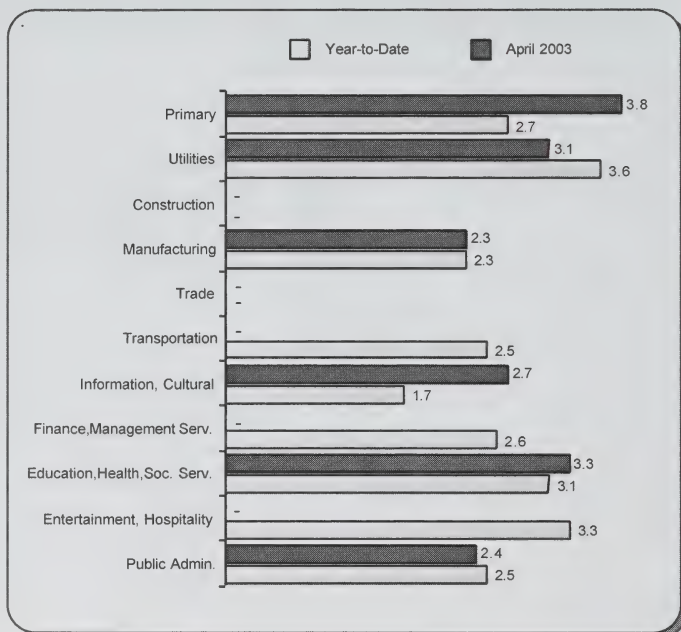
On a regional/jurisdictional basis, the largest concentration of agreements (19 of 38 contracts) and employees (40% of all workers) was in **Ontario**; wage increases in Ontario averaged **3.4 per cent**. For all remaining settlements wage increases in descending order of magnitude were: the **Atlantic provinces** at **3.8 per cent** (1 agreement); the **Prairie provinces** at **3.2 per cent** (6 agreements); **Quebec** at **2.7 per cent** (6 agreements) and **Federal jurisdiction** at **2.7 per cent** (1 agreement); **British Columbia** at **1.5 per cent** (5 agreements).

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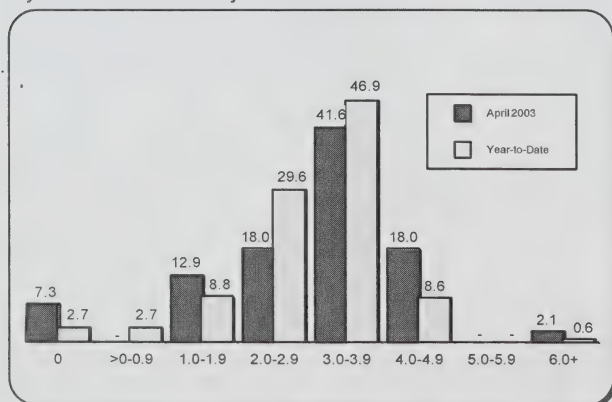
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services** with 28,270 employees (59% of all workers) receiving wage increases averaging **3.3 per cent** in 25 agreements. The largest average increase in wage settlements was in **primary industries** at **3.8 per cent** for 730 employees in a single agreement (Noranda in New Brunswick). The smallest average wage increase at **2.3 per cent** was recorded in the **manufacturing** sector with 5,040 employees in 5 agreements. In the **utilities** sector, a single agreement provided 770 employees with wage gains averaging **3.1 per cent**. In the **information and culture** sector, 1,400 employees received a wage increase averaging **2.7 per cent** in a single agreement. In the **public administration** sector, 5 agreements provided 11,650 employees with wage gains averaging **2.4 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, April 2003

	Agreements	Employees
Atlantic Provinces	1	730
Quebec	6	9,770
Ontario	19	18,950
Prairie Provinces	6	10,580
British Columbia	5	6,430
Multiprovince	-	-
Federal	1	1,400

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2002				2003	Year to Date	2003		
				1	2	3	4	1		Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.8	2.9	2.8	3.0
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.1	2.8	2.9	2.9	3.0	3.1
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.1	1.9	2.0	2.2	1.4	2.0
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.1	3.7	3.0	2.9	3.1	2.8	2.8
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.3	3.1	3.1	3.1	3.0	3.2
COLA	2.5	3.3	4.3	1.5	2.3	4.9	5.4	1.6	1.3	2.1	1.2	0.9
Industries												
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.5	2.7	-	-	3.8
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	3.6	3.9	-	3.1
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	2.9	3.6	3.9	2.3	2.3	2.3	2.2	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-	-
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.5	3.0	2.4	-
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	1.7	-	1.4	2.7
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	2.6	-	-	-
Education, Health, Social Services	2.6	3.5	3.0	3.1	2.8	3.4	3.3	3.0	3.1	2.8	3.4	3.3
Entertainment, Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.3	3.3	-	3.6	-
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.8	2.5	3.0	3.0	2.4
Jurisdictions												
Newfoundland and Labrador	3.7	5.0	6.6	7.5	6.0	-	5.0	3.0	3.0	-	2.7	-
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	3.6	3.6	-	3.6	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	3.4	-	3.4	-
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	2.8	-	2.3	3.8
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.0	1.8	2.7
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.4	3.0	3.2	3.0	3.0	3.4
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	3.1	-	3.2	3.0
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	3.0	-	3.6	2.6
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	4.1	3.5	3.5	3.5	-	3.6
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.1	-	-	1.5
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.1	3.0	1.9	2.7
Public Sector	2.5	3.3	2.9	3.0	2.7	3.2	3.2	2.9	3.0	2.9	3.3	3.0
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.3	2.6	2.1	2.6
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	4.1	4.6	4.3	3.0

Data for the month of April are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	730	3.8	2.7	36	
Noranda Inc. (Brunswick Mine), mine employees, Gloucester County, N.B.	730	3.8 *	2.7	36	2006-02-28
Utilities (1 agreement)	770	3.1	3.1	12	
Enbridge Gas Distribution, utility workers, province-wide, Ont.	770	3.1	3.1	12	2003-12-31
Manufacturing (5 agreements)	5,040	2.3	1.9	40.5	
Kellogg Canada Inc., plant and maintenance employees, London, Ont.	600	1.5	0.0	36	2006-04-09
Mitchell's Gourmet Foods, plant and maintenance employees, Saskatoon, Sask.	1,330	2.6	3.0	48	2007-03-31
National Steel Car Limited, plant and maintenance employees, Hamilton, Ont.	1,380	1.8 *	0.6	36	2006-04-05
O-I Canada Corp., plant and maintenance employees, Montréal, Que.	580	2.5 *	2.0	48	2007-02-28
Waterville TG inc., plant and maintenance employees, Waterville, Que.	1,150	2.8	3.0	36	2005-07-31
Information and Culture (1 agreement)	1,400	2.7	3.0	24	
Canadian Broadcasting Corporation, technical employees, province-wide	1,400	2.7	3.0	24	2005-03-31
Education, Health and Social Services (25 agreements)	28,270	3.3	3.4	21.8	
Avon Maitland District School Board, elementary teachers, Seaforth, Ont.	730	4.0	4.0	12	2003-08-31
Bluewater District School Board, secondary teachers, Chesley, Ont.	500	4.1	4.1	12	2003-08-31
Calgary Board of Education, office and clerical employees, Calgary, Alta.	2,200	3.8	6.1	32	2004-08-31
District School Board of Niagara, office and clerical employees, St. Catharines, Ont.	700	2.5	2.5	12	2004-12-31
District School Board of Niagara, secondary teachers, St. Catharines, Ont.	1,040	4.2	4.2	12	2003-08-31
District School Board of Niagara, service and maintenance employees, St. Catharines, Ont.	730	2.5	2.5	12	2004-12-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	4.1	4.1	12	2003-08-31
Greater Essex County District School Board, secondary and occasional teachers, Windsor, Ont.	720	4.3	4.3	12	2003-08-31
Hastings and Prince Edward District School Board, secondary and occasional teachers, Belleville, Ont.	500	4.2	4.2	12	2003-08-31
Kawartha Pine Ridge District School Board, secondary teachers, Peterborough, Ont.	900	4.2	4.2	12	2003-08-31
Limestone District School Board, secondary teachers, Kingston, Ont.	660	4.2	4.2	12	2003-08-31
London District Catholic School Board, elementary and secondary teachers, London, Ont.	1,240	3.0	3.0	24	2004-08-31
Ottawa-Carleton District School Board, secondary teachers, Nepean, Ont.	1,600	3.5	2.5	36	2004-08-31
Parkland School Division No. 70, elementary and secondary teachers, Stony Plain, Alta.	540	2.6	2.6	12	2003-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Peel District School Board, secondary teachers, Mississauga, Ont.	2,300	3.6	3.4	24	2004-08-31
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer, Alta.	560	3.1	3.1	12	2003-08-31
Simcoe County District School Board, office and clerical employees, Midhurst, Ont.	780	3.0	3.0	12	2003-12-31
The Board of Governors of Mount Royal College, Lecturers, Calgary, Alta.	700	4.4	4.5	24	2004-06-30
University of British Columbia, office and clerical employees, Vancouver, B.C.	1,650	0.0	0.0	36	2005-03-31
University of British Columbia, service and maintenance employees, Vancouver, B.C.	1,850	0.0	0.0	36	2005-03-31
University of British Columbia, teaching assistants, Vancouver, B.C.	1,600	3.8	4.0	36	2005-08-31
University of Quebec at Montreal, lecturers, Montréal, Que.	1,970	3.5	3.5	12	2003-12-31
University of Quebec at Montreal, professors, Montréal, Que.	1,000	6.4	6.4	12	2004-05-31
Upper Canada District School Board #26, secondary teachers, Brockville, Ont.	920	3.4	2.5	36	2004-08-31
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,080	4.0	4.0	12	2003-08-31
Public Administration (5 agreements)	11,650	2.4	1.8	44.6	
City of Montréal, police officers, Montréal, Que.	4,200	1.5 *	0.0	56	2006-12-31
City of Richmond, inside employees, Richmond, B.C.	700	2.6 *	2.5	48	2006-12-31
City of Winnipeg, inside and outside employees, Winnipeg, Man.	5,250	3.0	3.0	36	2005-12-30
Corporation of Delta, inside and outside employees, Delta, B.C.	630	2.6 *	2.5	48	2006-12-31
City of Laval, recreational employees, Laval, Que.	870	2.3	2.6	36	2004-12-31
Agreements with COLA (6 agreements)	8,220	2.0 *	0.9	49.0	
Agreements without COLA (32 agreements)	39,640	3.1	3.2	25.4	
All Agreements (38 agreements)	47,860	3.0	2.8	29.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	103,130	B/CO/ARB	Jan.01-Jun.03
•Canada Post	CUPW	45,000	PCB	Jan. 03
•Atomic Energy	various unions	1,600	B/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•CAE Electronics	CEP	750	B	June 03
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,630	WS	May 03
•GO Transit (Ont.)	ATU	780	B	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	11,000	B	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B	Mar./Apr. 03
•Greater Vancouver Hotel Employers Association	Hotel and Restaurant Employees	2,200	B	June 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	CO	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the First Quarter 2003 for Small, Medium and Large Size Bargaining Units

Among the 132 collective bargaining settlements reached in the first quarter of the year 2003, 46 settlements were in small bargaining units (between 100 and 499) employees), 74 were in medium bargaining units (500 to 1,999 employees), and 12 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent. The overall **public sector** wage adjustment at 2.9 per cent was slightly higher than the figure of 2.2 per cent reported for the **private sector**.

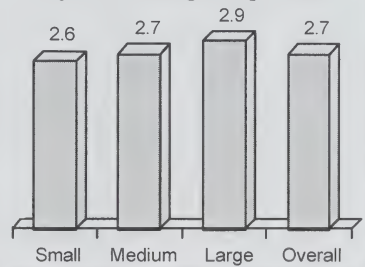
SMALL bargaining units reported an average increase of 2.6 per cent. **Public sector** settlements provided an average increase of 2.9 per cent, higher than the **private sector** wage adjustments of 2.2 per cent which was influenced by 3 wage freezes. On an industry basis, the **public administration** sector had the highest wage adjustment at 3.1 per cent while **primary industries** reported the lowest average at 1.4 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 4.1 per cent in the **Prairie Provinces** to a low of 2.0 per cent in the **Federal** jurisdiction.

MEDIUM bargaining units reported a first quarter average wage increase of 2.7 per cent. **Public sector** settlements resulted in an average increase of 2.9 per

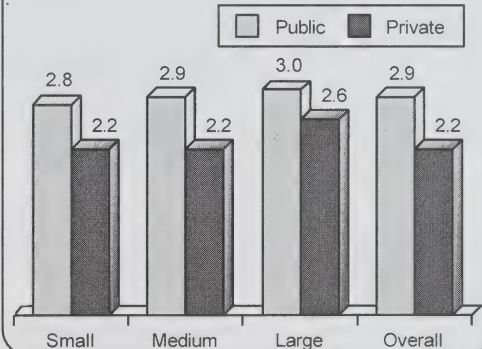
cent, compared to the **private sector** figure of 2.2 per cent. On an industry basis, the **utilities** sector had the highest wage adjustment at 3.9 per cent while **primary industries** reported the lowest average at 1.4 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.4 per cent in the **Prairie Provinces** to a low of 1.8 per cent in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of 2.9 per cent. Settlements in the **public sector** resulted in an average increase of 3.0 per cent compared to 2.6 per cent in the **private sector**. On an industry basis, the **public administration** sector had the highest wage adjustment at 3.0 per cent while **manufacturing** reported the lowest increase at 2.6 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.3 per cent in the **Prairies** to a low of 1.5 per cent in **Quebec**.

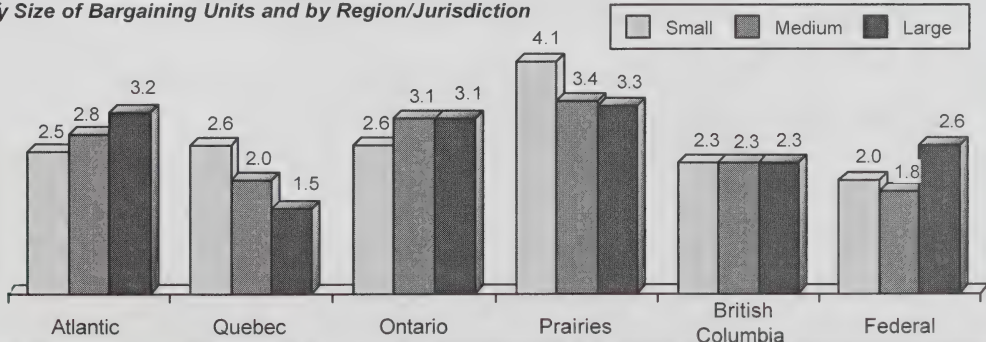
**First Quarter 2003 Wage Adjustments
by Size of Bargaining Units**



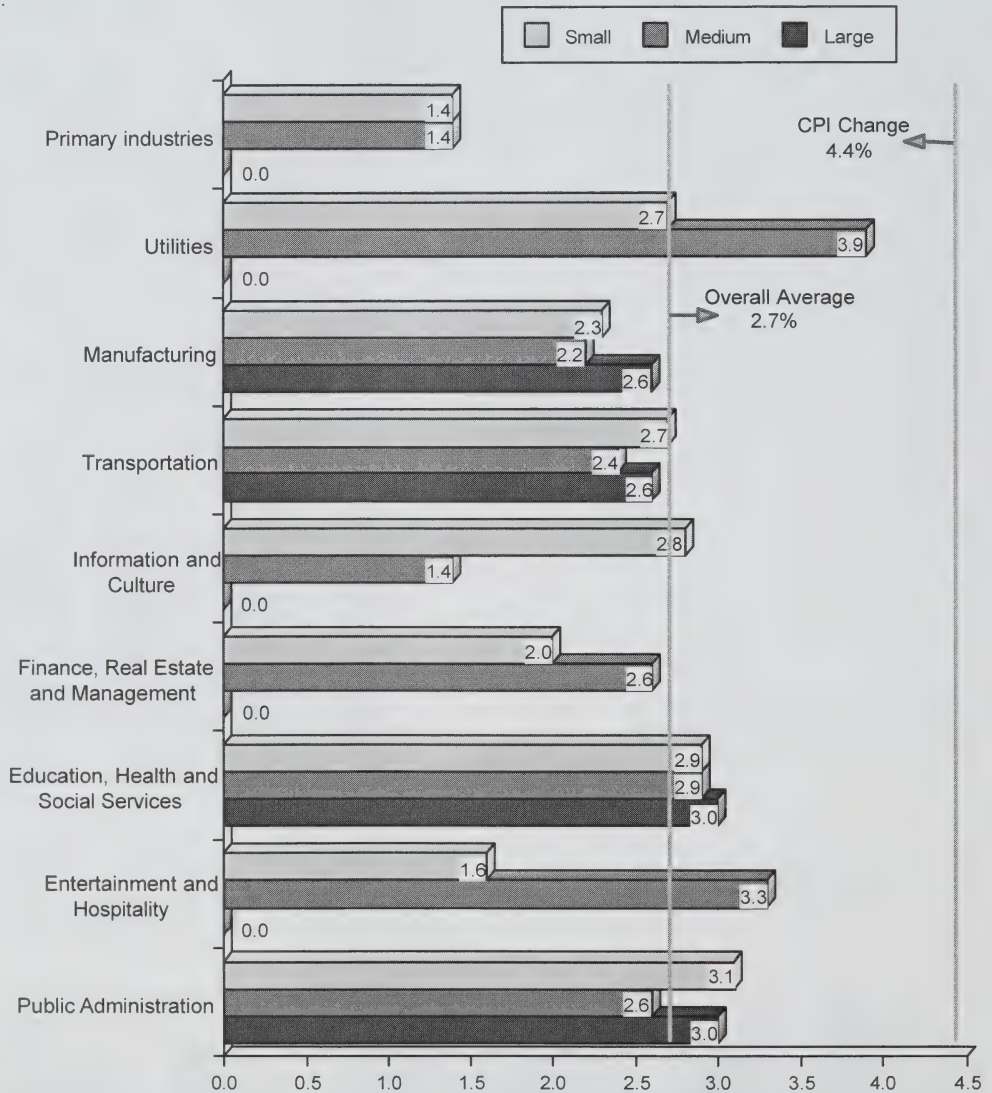
**First Quarter 2003 Wage Adjustments
by Public and Private Sectors**



**First Quarter 2003 Wage Adjustments
by Size of Bargaining Units and by Region/Jurisdiction**



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry for the First Quarter of 2003**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Primary Industries (1 agreement)					
Sifto Canada Inc., mine employees, Goderich, Ont.	300	3.3	4.0	36	2006-03-31
Construction (1 agreement)					
Association of Commercial & Industrial Contractors of P.E.I., carpenters, province-wide, P.E.I.	300	5.0	9.1	30	2005-03-01
Manufacturing (7 agreements)					
Crown Packaging Ltd. (Corrugated Division), plant and maintenance employees, Richmond, B.C.	180	2.2	2.5	60	2008-06-30
Deloro Stellite Inc., plant and maintenance employees, Belleville, Ont.	170	2.7	2.7	36	2006-03-31
Gates Rubber Company, production, Strathroy, Ont.	290	3.0	3.0	36	2006-03-31
Industries Ling inc., production, Warwick, Que.	340	2.2	2.3	36	2006-05-30
Nestlé Canada Inc., plant and maintenance employees, Scarborough, Ont.	350	3.2	3.3	36	2006-03-31
Tembec Inc. (Skookumchuck Pulp Operations), mill employees, Cranbrook, B.C.	250	2.2	2.5	60	2008-04-30
Universal Industries Corp., production, Lloydminster, Alta.	120	4.0	5.1	33	2005-05-31
Wholesale and Retail Trade (2 agreements)					
Parmalat Canada, plant and maintenance employees, Belleville, Ont.	450	3.3 *	3.2	48	2007-02-28
Western Grocers (Division of Westfair Foods Ltd.), warehouse employees, Edmonton, Alta.	350	3.4	7.7	63	2008-06-15
Transportation (4 agreements)					
Fraser Wharves Ltd., production, Richmond, B.C.	120	2.0 *	2.0	36	2006-01-31
Government of Canada, civil aviation inspectors, Canada-Wide	460	3.8	6.1	36	2004-01-25
Halifax Employers Association, longshoremen, Halifax, N.S.	310	3.0	3.0	36	2005-12-31
P.W. Transportation Ltd., bus drivers, Mississauga, Ont.	350	3.0	3.0	36	2006-03-28
Education, Health and Social Services (2 agreements)					
Algoma District School Board, secondary teachers, Sault Ste. Marie, Ont.	380	3.8	3.0	24	2004-08-31
Children's Aid Society of Ottawa, social workers, Ottawa, Ont.	390	3.0	3.0	36	2005-12-31
Entertainment and Hospitality (1 agreement)					
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	150	1.4	0.0	42	2006-03-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

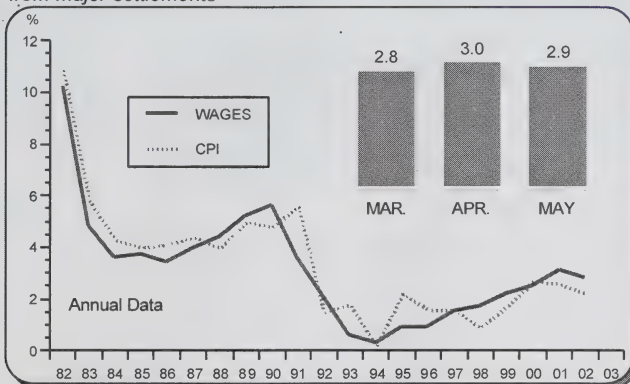


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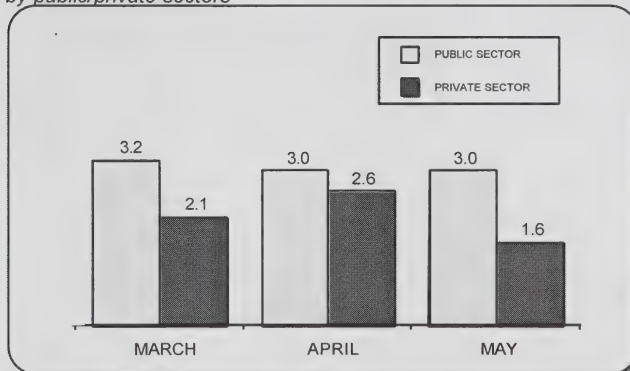
The Wage Settlements Bulletin

July 2003
Volume 14, Issue 7

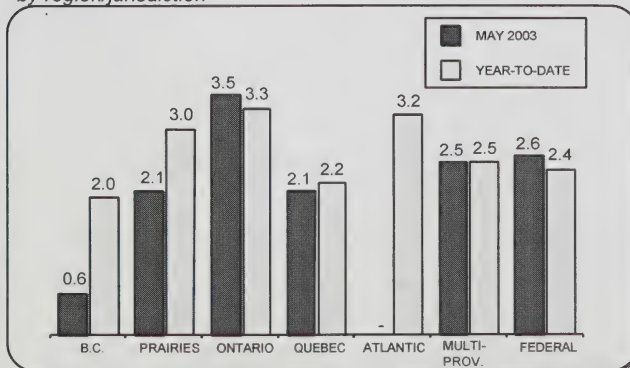
Perspective on base rate percentage adjustments
from major settlements



Base rate percentage adjustments from major settlements,
by public/private sectors



Base rate percentage adjustments from major settlements,
by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2003

Major collective bargaining settlements reached in **May 2003** provided base-rate wage increases averaging **2.9 per cent** annually over the contract term. This is down a fraction from the 3.0 per cent figure in the previous month, but slightly higher than the 2.8 per cent average recorded for the year 2002 and 2003 this year-to-date.

The May 2003 results are based on a review of 47 settlements reached in the period, with a coverage of 92,280 employees.

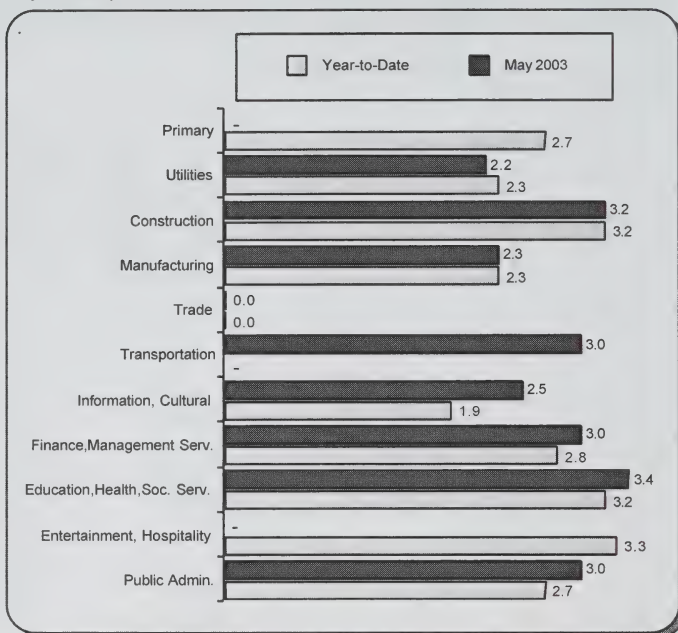
When the parties to the May settlements previously negotiated (with contract duration averaging 34 months), the resulting wage adjustments averaged 3.1 per cent, compared to the 2.9 per cent in their current round of settlements and a current average contract duration of 32 months.

Wage adjustments in May 2003 were largely comprised of public sector settlements (85.1% of agreements covering 90.7% of employees). **Public-sector** wage adjustments for 83,680 employees in 40 settlements averaged **3.0 per cent**, the same as in the previous month, and up a fraction from the 2.9 per cent average for the year 2002. **Private-sector** wage increases for 8,600 employees in 7 agreements averaged **1.6 per cent**, compared to 2.6 per cent in the previous month, and for 2002.

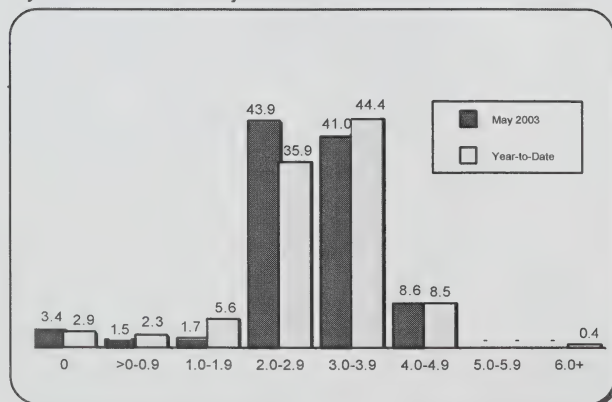
On a regional/jurisdictional basis, the largest concentration of agreements (27 of 47 contracts) and employees (46.6% of all workers) was in **Ontario**; wage increases in Ontario averaged **3.5 per cent**. For all remaining settlements wage increases in descending order of magnitude were: the **Federal jurisdiction** at **2.6 per cent** (3 agreements); a single **multi-province** settlement at **2.5 per cent**; both **Quebec** (8 agreements) and the **Prairie provinces** (6 agreements) at **2.1 per cent**; and **British Columbia** at **0.6 per cent** (2 agreements).

On an industry basis, the largest concentration of employees was in **education, health and social services** with 37,230 employees (40% of all workers) in 28 agreements; this sector also recorded the largest average increase in wage settlements at **3.4 per cent**. The smallest average wage increase was recorded in the **trade** sector and was mainly a result of a single agreement, Canada Safeway in Manitoba providing 3,100 retail employees with a wage freeze. In the remaining settlements, wage increases in descending order of magnitude were: the **construction sector**, at **3.2 per cent**; the **transportation sector**, the **finance sector** and **public administration**, all at **3.0 per cent**; the **information and culture sector**, at **2.5 per cent**; **manufacturing** at **2.3 per cent** and the **utilities sector** at **2.2 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, May 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	8	20,080
Ontario	27	42,990
Prairie Provinces	6	8,390
British Columbia	2	1,400
Multiprovince	1	690
Federal	3	18,730

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2003	Year to Date	2003		
				1	2	3	4	1		Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.8	2.8	3.0	2.9
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.1	2.8	2.9	3.0	3.1	2.9
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.2	1.9	2.3	1.4	2.0	2.8
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.0	3.7	3.0	2.9	2.8	2.8	3.0
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.3	3.1	3.1	2.9	3.2	3.0
COLA	2.5	3.3	4.1	1.5	2.4	4.6	5.2	1.6	1.7	1.2	0.9	2.3
Industries												
Primary	1.8	2.7	1.8	-	1.5	1.9	-	1.5	2.7	-	3.8	-
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	2.3	-	3.1	2.2
Construction	3.6	3.2	1.2	-	-	1.2	-	-	3.2	-	-	3.2
Manufacturing	2.7	2.6	3.5	2.6	3.0	3.6	4.0	2.3	2.3	2.2	2.3	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	0.0	-	-	0.0
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.7	2.4	-	3.0
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	1.9	1.4	2.7	2.5
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.7	2.8	-	-	3.0
Education, Health, Social Services	2.6	3.5	3.0	3.2	2.8	3.4	3.3	3.0	3.2	3.4	3.3	3.4
Entertainment, Hospitality Industry	3.0	4.0	2.4	1.8	1.9	3.3	2.2	3.3	3.3	3.6	-	-
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.7	2.7	2.8	2.4	3.0
Jurisdictions												
Newfoundland and Labrador	3.7	5.0	6.6	7.5	6.0	-	5.0	3.0	3.0	2.7	-	-
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	3.6	3.6	3.6	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	3.4	3.4	-	-
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	2.6	2.3	3.8	-
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.8	2.7	2.1
Ontario	2.6	3.0	3.0	2.7	2.8	3.1	3.4	3.0	3.3	3.0	3.4	3.5
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	2.4	3.2	3.0	0.3
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	3.0	3.6	2.6	-
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	4.1	3.5	3.5	-	3.6	3.4
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.0	-	1.5	0.6
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	2.5	-	-	2.5
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.4	1.9	2.7	2.6
Public Sector	2.5	3.3	2.9	3.1	2.7	3.2	3.2	2.9	3.0	3.2	3.0	3.0
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.2	2.1	2.6	1.6
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	3.9	4.3	3.0	2.9

Data for the month of May are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (5 agreements)	18,250	2.2	2.2	34	
Hydro One, office and clerical employees, province-wide, Ont.	3,100	3.0	3.0	24	2005-03-31
Hydro-Quebec, general tradesmen, province-wide, Que.	5,890	2.0	2.0	36	2006-12-31
Hydro-Quebec, office and clerical employees, province-wide, Que.	5,350	2.0	2.0	36	2006-12-31
Hydro-Quebec, technical employees, province-wide, Que.	2,420	2.0	2.0	36	2006-12-31
Hydro-Québec, engineers, province-wide, Que.	1,490	2.0	2.0	36	2006-12-31
Construction (1 agreement)	550	3.2	2.8	48	
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide, Alta.	550	3.2	2.8	48	2007-02-28
Manufacturing (4 agreements)	3,350	2.3	1.9	40.7	
Alcoa Primary Fusion, plant and maintenance employees, Baie-Comeau, Que.	1,590	2.9 *	3.0	46	2007-03-31
Cadbury Trebor Allan Inc., production, Toronto, Ont.	550	2.0	0.0	36	2005-12-03
TRW Canada Limited, plant and maintenance employees, St. Catharines, Ont.	700	1.1 *	0.8	36	2006-04-30
Willmar Windows, production, Winnipeg, Man.	510	2.0	2.0	36	2005-11-12
Wholesale and Retail Trade (1 agreement)	3,100	0.0	0.0	12	
Canada Safeway Limited, retail employees, province-wide, Man.	3,100	0.0	0.0	12	2004-11-13
Transportation (2 agreements)	8,580	3.0	2.8	46	
Canada Post Corporation, postmasters, Canada-Wide	6,630	2.9 *	2.8	48	2005-12-31
City of Calgary, bus drivers, Calgary, Alta.	1,950	3.2	3.0	39	2006-06-30
Information and Culture (1 agreement)	1,600	2.5	0.0	60	
Expertech Network Installation Inc., technical employees, Ontario & Quebec	1,600	2.5 *	0.0	60	2006-11-30
Finance, Real Estate, Management Services (1 agreement)	740	3.0	3.0	36	
Metropolitan Toronto Convention Centre Corporation, general services employees, Toronto, Ont.	740	3.0	3.0	36	2005-12-31
Education, Health and Social Services (28 agreements)	37,230	3.4	3.3	25.8	
Avon Maitland District School Board, office and clerical employees, Seaforth, Ont.	600	3.7	3.2	24	2004-08-31
Continuing Care Employers Bargaining Association, nursing assistants, Edmonton, Alta.	1,350	3.5	4.0	24	2004-06-30
Durham District School Board, elementary teachers, Whitby, Ont.	2,430	4.1	4.2	24	2004-08-31
Durham District School Board, secondary teachers, Whitby, Ont.	1,460	4.1	4.2	24	2004-08-31
Durham District School Board, teaching assistants, Whitby, Ont.	600	3.2	3.1	36	2006-03-31
Government of Yukon, elementary and secondary teachers, territory-wide, Y.T.	690	2.5	2.0	36	2006-06-30
Halton District School Board, secondary teachers, Burlington, Ont.	1,080	3.9	3.5	24	2004-08-31
Hamilton-Wentworth District School Board, elementary teachers, Hamilton, Ont.	2,000	3.8	3.6	24	2004-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough, Ont.	1,500	4.2	4.2	12	2003-08-30
Lambton Kent District School Board, secondary teachers, Sarnia, Ont.	610	4.1	4.1	12	2003-08-31
McGill University, teaching assistants, Montréal, Que.	800	3.1	0.0	73	2007-06-30
Ottawa-Carleton Catholic District School Board, elementary and secondary teachers, Nepean, Ont.	2,400	3.6	4.5	24	2004-08-31
Ottawa-Carleton District School Board, elementary teachers, Nepean, Ont.	2,840	3.8	3.5	24	2004-08-31
Ottawa-Carleton District School Board, occasional teachers, Nepean, Ont.	900	2.0	2.0	36	2004-08-31
Peel District School Board, elementary teachers, Mississauga, Ont.	5,000	3.6	3.4	24	2004-08-31
Peel District School Board, teaching assistants, Mississauga, Ont.	750	3.6	3.4	24	2004-08-31
Provincial Health Authorities of Alberta, support employees, Grande Prairie, Alta.	930	3.9	4.0	24	2004-03-31
Simcoe County District School Board, occasional teachers, Midhurst, Ont.	800	4.4	4.4	12	2004-08-31
Simon Fraser University, office and clerical employees, Burnaby, B.C.	800	0.8	0.0	36	2005-03-31
Thames Valley District School Board, educational services, London, Ont.	670	2.5	3.0	44	2005-08-31
University of Montreal, office and clerical employees, Montréal, Que.	1,700	2.0	2.0	12	2003-11-30
University of Victoria, office and clerical employees, Victoria, B.C.	600	0.4	0.0	36	2005-03-31
University of Western Ontario, lecturers, London, Ont.	1,400	3.1	3.5	48	2006-06-30
Université du Québec à Trois-Rivières, lecturers, Trois-Rivières, Que.	840	1.8	2.0	13	2004-05-31
Upper Canada District School Board #26, elementary teachers, Brockville, Ont.	1,300	3.9	3.5	24	2004-08-31
Upper Grand District School Board, elementary teachers, Guelph, Ont.	1,110	4.2	4.2	12	2003-08-31
Waterloo Region District School Board, secondary teachers, Kitchener, Ont.	1,200	3.5	2.4	36	2004-08-31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	870	3.0	3.0	24	2004-08-31
Public Administration (4 agreements)	18,880	3.0	4.0	33.3	
City of London, inside employees, London, Ont.	700	3.0	3.0	24	2004-12-31
Government of Canada, computer operators, Canada-Wide	10,500	2.4	4.0	32	2004-12-21
Government of Ontario, administrative and support employees, province-wide, Ont.	2,230	3.7	4.1	36	2005-12-31
Government of Ontario, police officers, province-wide, Ont.	5,450	3.7	4.1	36	2005-12-31
Agreements with COLA (4 agreements)	10,520	2.8 *	2.3	48.7	
Agreements without COLA (43 agreements)	81,760	2.9	3.0	29.5	
All Agreements (47 agreements)	92,280	2.9	3.0	31.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	114,550	B/CO/ARB	Jan.01-Aug.03
•Canada Post	CUPW	41,000	MED	Jan. 03
•Atomic Energy	various unions	1,600	B/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•Ontario Hospital Association	OPSEU	5,190	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,420	WS	May 03
•GO Transit (Ont.)	ATU	780	CO	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	11,000	B/TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	1,500	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/MED	Mar./Apr. 03
•Greater Vancouver Hotel Employers Association	Hotel and Restaurant Employees	1,500	MED	June 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	TENT	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 255 collective bargaining settlements reached to date (January to May), 80 settlements were in small bargaining units (between 100 and 499 employees), 144 were in medium bargaining units (500 to 1,999 employees), and 31 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall public sector wage adjustment at 3.0 per cent was higher than the figure of 2.4 per cent reported for the private sector.

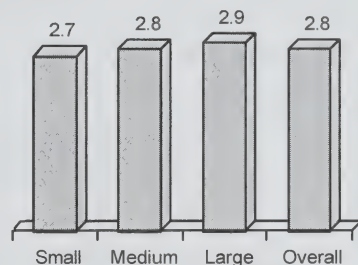
SMALL bargaining units reported an average increase of 2.7 per cent. **Public sector** settlements provided an average increase of 3.0 per cent, higher than the private sector wage adjustments of 2.5 per cent. On an industry basis, the construction sector had the highest wage adjustment at 3.7 per cent while finance, real estate and management services reported the lowest average at 2.0 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.6 per cent in the Prairie Provinces to a low of 2.2 per cent in British Columbia.

MEDIUM bargaining units reported a year-to-date average wage increase of 2.8 per cent. **Public sector** settlements resulted in an average increase of 3.0 per cent, compared to the private sector figure of 2.3 per cent. On an industry basis, the entertainment and hospitality sector

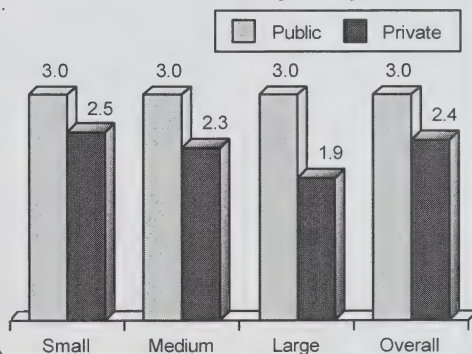
had the highest wage adjustment at 3.3 per cent while information and culture reported the lowest average at 1.9 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.3 per cent in the Prairie Provinces to a low of 2.0 per cent in British Columbia and in the Federal jurisdiction.

LARGE bargaining units reported a wage increase of 2.9 per cent. Settlements in the public sector resulted in an average increase of 3.0 per cent compared to 1.9 per cent in the private sector. On an industry basis, the education, health and social services sector had the highest wage adjustment at 3.3 per cent while utilities reported the lowest increase at 2.2 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.5 per cent in Ontario to a low of 1.8 per cent in Quebec.

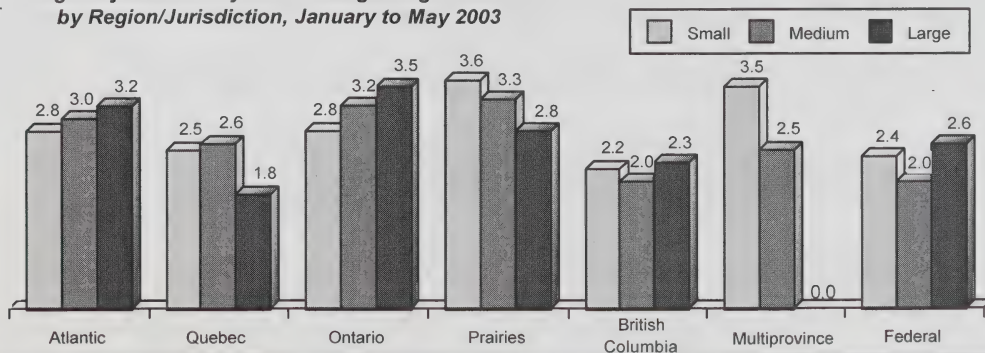
Wage Adjustments by Size of Bargaining Units, January to May 2003



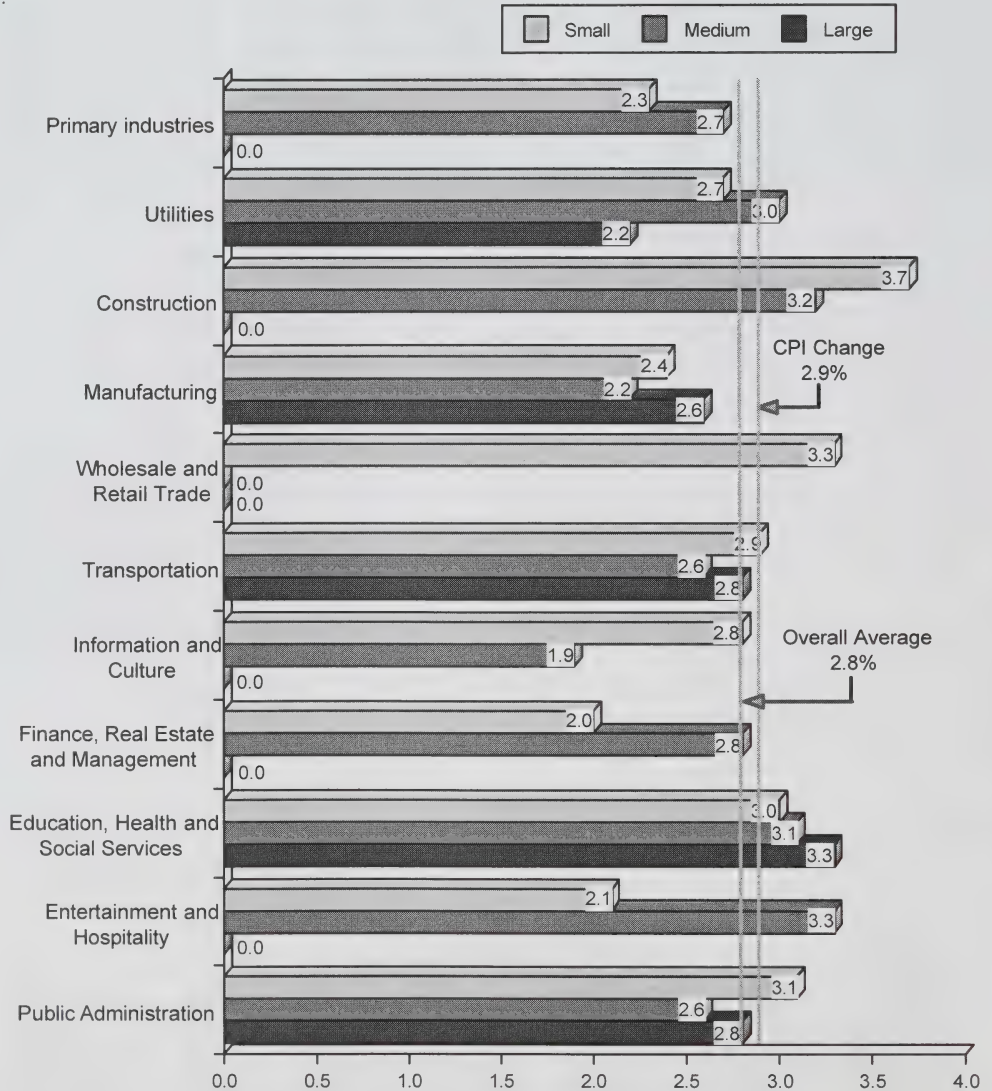
Wage Adjustments by Public and Private Sectors, January to May 2003



Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction, January to May 2003



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to May 2003**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Construction (2 agreements)					
Asty Concrete and Construction Ltd., labourers, Calgary, Alta.	310	3.6	4.1	36	2006-04-30
Maple Leaf Construction Ltd., heavy equipment operators, Winnipeg, Man.	230	2.0	2.0	24	2005-04-30
Manufacturing (4 agreements)					
Agropur, Coop�rative agro-alimentaire, plant and maintenance employees, Granby, Que.	230	2.3 *	2.2	60	2007-07-23
Amsco Cast Products (Canada) Inc., plant and maintenance employees, Selkirk, Man.	100	2.1	1.5	60	2008-04-30
DuPont Canada Inc., production, Maitland, Ont.	430	3.0	3.1	24	2005-04-30
O-I Canada Corp., plant and maintenance employees, Scoudouc, N.B.	190	2.5	2.0	48	2007-06-14
Transportation (3 agreements)					
First Air (Cargo Agents/Customer Service), customer service, System-Wide	250	3.5	3.5	36	2006-05-07
NAV CANADA, administrative and support employees, Canada-Wide	350	2.6	2.5	54	2004-12-31
Port of Saint John Employers Association, longshoremen, Saint John, N.B.	130	2.6	1.0	84	2007-12-31
Information and Culture (2 agreements)					
Expertech Network Installation Inc., office and clerical employees, Ontario & Quebec	200	2.0 *	0.0	66	2006-11-30
T�l�globe Canada inc., communications employees, Montr�al, Que.	160	2.8	4.0	36	2005-12-31
Education, Health and Social Services (1 agreement)					
Thames Valley District School Board, office and clerical employees, London, Ont.	400	2.4	3.0	44	2005-08-31
Entertainment and Hospitality (2 agreements)					
Canadian Linen and Uniform Service Co., laundry and dry cleaners, Burnaby, B.C.	120	1.0	0.0	60	2008-02-28
Canadian Pacific Hotels Corporation (Jasper Park Lodge), hotel or restaurant employees, Jasper, Alta.	450	3.0	3.0	36	2006-03-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

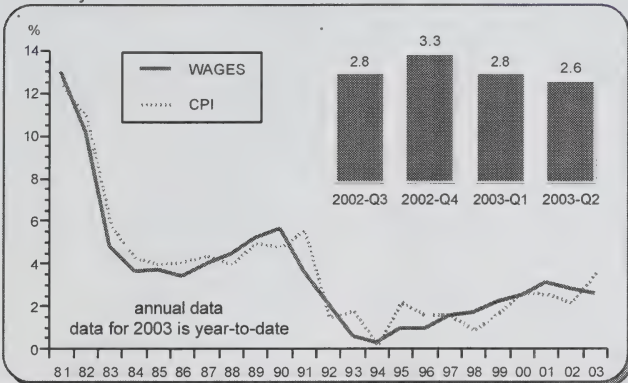
Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

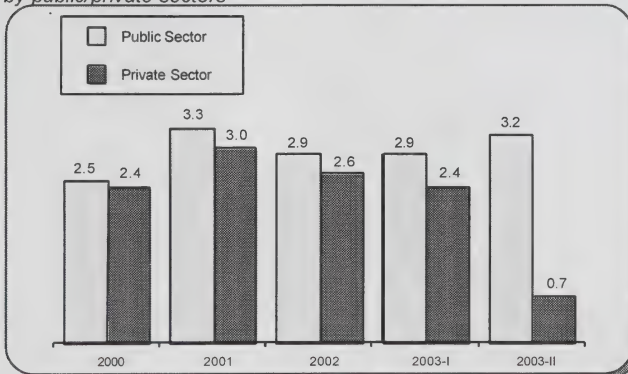
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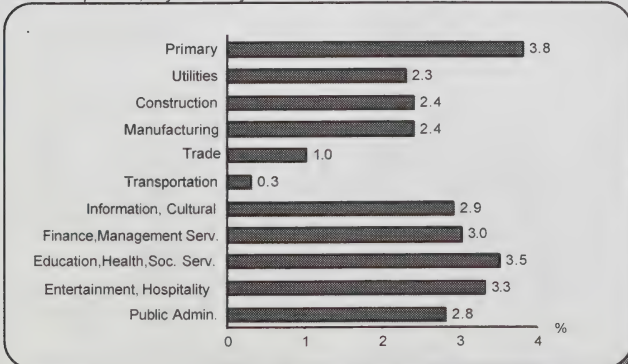
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements in the second quarter, by industry



Le Bulletin existe également en français.

Wage Data for the Second Quarter 2003

Major collective bargaining settlements reached in the **second quarter 2003** provided base-rate wage increases averaging **2.6 per cent** annually over the contract term. This is lower than the 2.8 per cent figure recorded in the previous quarter and for the year 2002 as a whole. The second quarter 2003 results are based on a review of 133 settlements reached in the period, with a coverage of 239,420 employees.

When the parties to the second quarter settlements previously negotiated, contract duration averaged 30.7 months, and the resulting wage adjustments averaged 2.9 per cent, compared to 2.6 per cent in the current round of settlements and an average contract duration of 32 months.

Wage increases in the first six months of 2003 (January to June) averaged 2.6 per cent for 347,070 employees in 220 major settlements.

In the second quarter 2003, the majority of agreements settled (76.7%) and employees covered (75.5%) were in the public sector. Wage increases in the **public sector** averaged **3.2 per cent** for 180,850 employees in 102 agreements and in the **private sector**, **0.7 per cent** for 58,570 employees in 31 agreements.

The private-sector figure was more moderate due in large part to the 3 Air Canada agreements providing 28,530 employees with a wage freeze or wage reductions averaging -0.5 per cent over the life of the contracts. Excluding Air Canada, the remaining private sector agreements averaged 1.9 per cent in the second quarter.

On an industry basis, the largest increase in the second quarter was in **primary industries (3.8 per cent)** but the sector's entire coverage was for only 730 employees in a single agreement. The second largest wage gain (at 3.5 per cent) and the largest concentration of agreements (83 of 133 contracts) and employees (49.6% of all workers) was recorded in **education, health and social services** sector. The smallest wage gain was in the **transportation** sector at 0.3 per cent, due mainly to the Air Canada settlements, mentioned previously.

Wage Data for June 2003

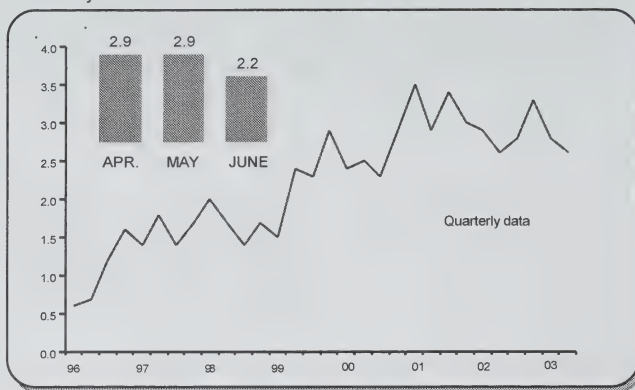
Base rate wage adjustments from major collective bargaining settlements reached in **June 2003** averaged **2.2 per cent** annually over the contract term, down from the 2.9 per cent average in the previous month and the 2.8 per cent annual figure for 2002 as a whole. The results for June 2003 are based on a review of 49 settlements covering 100,860 employees.

When the parties to these settlements previously negotiated, contract duration averaged 26.2 months and the resulting wage adjustments averaged 2.9 per cent, compared to the 2.2 per cent in their current round of settlements and average contract duration of 32.9 months.

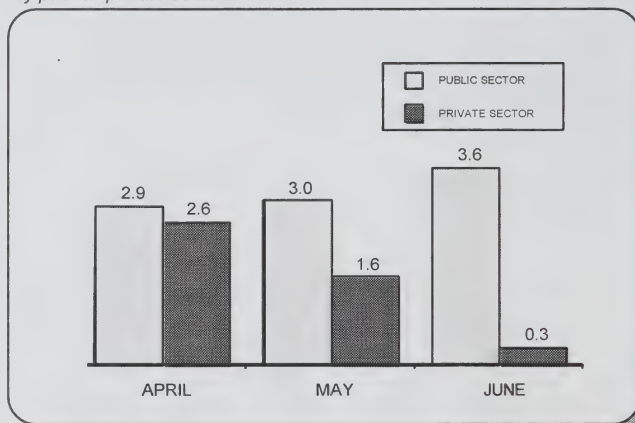
Wage gains in June were higher in the **public sector (3.6 per cent)** than in the **private sector (0.3 per cent)**. Private sector wage adjustments for June were influenced in large part by 3 Air Canada settlements averaging -0.5 per cent (including a wage freeze for 7,060 customer service employees; a wage reduction of 1.5 per cent averaging a loss of 0.5 per cent over the life of the contract for 13,630 technical and operations employees; and a wage reduction of 3.5 per cent leading to an average loss of 1.1 per cent over the life of the contract for 7,840 flight attendants). Excluding Air Canada, the remaining private sector agreements averaged 1.9 per cent in June.

On a regional/jurisdictional basis, wage adjustments in June were largest in Ontario, at 3.6 per cent; Ontario also recorded the largest concentration of agreements (30 of 49) and employees (52% of all employees). Wage adjustments were lowest in the Federal Jurisdiction, providing 28,530 Air Canada employees with a wage loss averaging 0.5 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

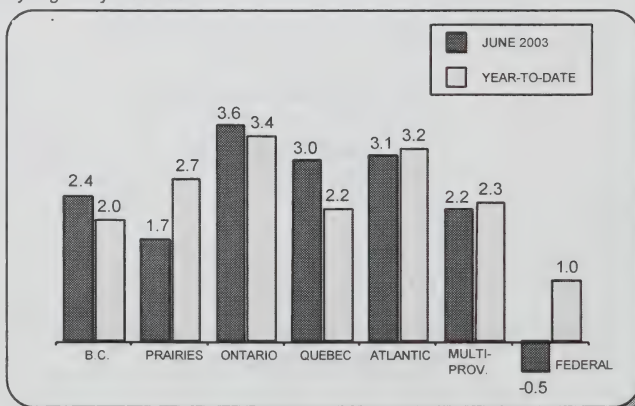
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

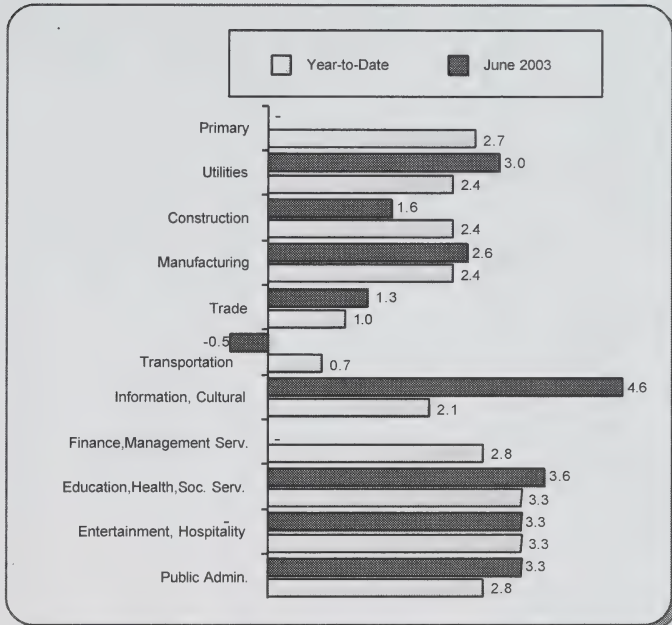


Base rate percentage adjustments from major settlements, by region / jurisdiction

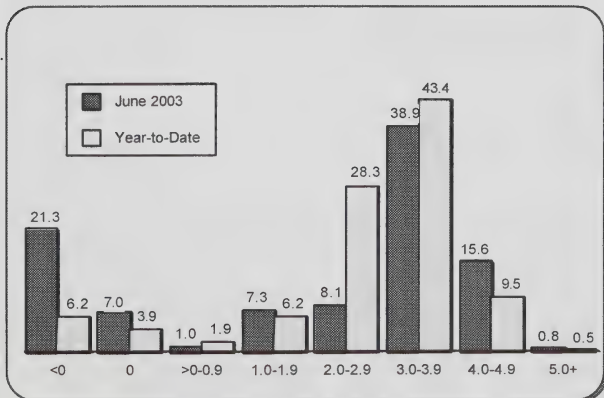


Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest concentration of employees was in **education, health and social services** with 54,730 employees (54.3% of all workers) in 31 agreements; this sector also recorded the second largest average increase in wage settlements at **3.6 per cent**. The largest average wage increase was recorded in the **information and culture** sector; this was mainly as a result of a single agreement, (Bingo Press and Specialty Ltd.) providing 550 employees with a wage increase averaging 4.6 per cent over the life of the contract. In the remaining settlements, wage increases in descending order of magnitude were: the **entertainment and hospitality** sector, and **public administration**, both at **3.3 per cent**; the **utilities** sector at **3.0 per cent**; **manufacturing** at **2.6 per cent**; the **construction** sector at **1.6 per cent**; the **trade and finance** sector at **1.3 per cent** and the **transportation** sector, at **-0.5 per cent**.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, June 2003

	Agreements	Employees
Atlantic Provinces	1	700
Quebec	5	4,730
Ontario	30	52,440
Prairie Provinces	5	11,250
British Columbia	3	1,800
Multiprovince	2	1,410
Federal	3	28,530

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		2003			Year to
				3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions											
Average Annual Adjustments	2.5	3.2	2.8	2.8	3.3	2.8	2.6	2.9	2.9	2.2	2.6
Non-COLA	2.5	3.2	2.8	2.7	3.1	2.8	2.6	3.1	2.9	2.2	2.7
COLA	2.4	3.2	3.5	3.8	4.2	1.9	2.4	2.0	2.8	-	2.3
First Year Adjustment	2.3	3.4	3.0	3.0	3.7	3.0	2.4	2.8	3.0	1.8	2.6
Non-COLA	2.3	3.4	2.9	2.8	3.3	3.1	2.5	3.2	3.0	1.8	2.7
COLA	2.5	3.3	4.2	4.6	5.2	1.6	1.7	0.9	2.3	-	1.7
Industries											
Primary	1.8	2.7	1.8	1.9	-	1.5	3.8	3.8	-	-	2.7
Utilities	3.5	2.5	2.4	3.3	3.4	3.9	2.3	3.1	2.2	3.0	2.4
Construction	3.6	3.2	1.2	1.2	-	-	2.4	-	3.2	1.6	2.4
Manufacturing	2.7	2.6	3.5	3.6	4.0	2.4	2.4	2.3	2.3	2.6	2.4
Wholesale and Retail Trade	1.7	1.6	1.9	2.2	1.8	-	1.0	-	0.0	1.3	1.0
Transportation	2.4	2.8	2.9	5.4	3.2	2.5	0.3	-	3.0	-0.5	0.7
Information and Cultural Industries	2.9	3.2	3.0	3.0	-	1.4	2.9	2.7	2.5	4.6	2.1
Finance, Management Services	1.8	2.2	2.1	1.9	3.5	2.7	3.0	-	3.0	-	2.8
Education, Health, Social Services	2.6	3.5	3.0	3.4	3.4	2.9	3.5	3.2	3.4	3.6	3.3
Entertainment, Hospitality Industry	3.0	4.2	2.4	3.3	2.2	3.3	3.3	-	-	3.3	3.3
Public Administration	2.3	3.1	2.6	2.7	2.9	2.7	2.8	2.4	3.0	3.3	2.8
Jurisdictions											
Newfoundland and Labrador	3.7	5.0	6.6	-	5.0	3.0	-	-	-	-	3.0
Prince Edward Island	2.2	3.1	4.9	6.0	-	3.6	-	-	-	-	3.6
Nova Scotia	2.2	3.7	2.4	2.5	2.5	3.4	3.1	-	-	3.1	3.4
New Brunswick	2.8	3.4	2.7	3.3	2.3	2.3	3.8	3.8	-	-	2.6
Quebec	2.4	2.8	2.1	2.3	2.0	1.8	2.4	2.7	2.1	3.0	2.2
Ontario	2.6	2.9	3.0	3.1	3.4	3.1	3.6	3.3	3.5	3.6	3.4
Manitoba	2.6	2.4	4.0	3.0	3.2	3.1	2.0	3.0	0.3	3.0	2.5
Saskatchewan	3.5	2.9	3.9	3.9	3.8	3.6	2.6	2.6	-	-	3.0
Alberta	4.7	5.1	5.0	4.4	4.1	3.5	2.5	3.6	3.4	1.6	2.8
British Columbia	1.6	3.1	1.9	1.4	2.0	2.3	1.5	1.5	0.6	2.4	2.0
Multiprovince	2.7	3.0	3.3	4.3	3.1	-	2.3	-	2.5	2.2	2.3
Federal Jurisdiction	2.2	3.0	2.9	2.9	3.2	2.1	0.8	2.7	2.6	-0.5	1.0
Public Sector	2.5	3.3	2.9	3.2	3.3	2.9	3.2	2.9	3.0	3.6	3.1
Private Sector	2.4	3.0	2.6	2.4	3.5	2.4	0.7	2.6	1.6	0.3	1.2
Consumer Price Index	2.7	2.6	2.2	2.3	3.8	4.4	2.8	3.0	2.9	2.6	3.6

Data for the month of June are preliminary.

MAJOR SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	1,370	3.0	3.0	30.7	
Essential Home Services, office and technical employees, province-wide, Ont.	600	3.0	3.0	24	2005-03-31
Union Gas Limited, service and maintenance employees, Southwestern, Ont.	770	3.0	3.0	36	2005-12-31
Construction (1 agreement)	560	1.6	1.9	27	
Pyramid Corporation, construction, province-wide, Alberta and Territories	560	1.6	1.9	27	2005-04-30
Manufacturing (4 agreements)	2,510	2.6	2.7	53.3	
CAE Inc., plant and maintenance employees, St-Laurent, Que.	760	2.6	2.0	60	2008-06-19
Hershey Canada Inc., production, Dartmouth, N.S.	700	3.1	3.8	36	2006-03-31
Pope & Talbot Ltd. (Harmac Pulp Operations), mill employees, Nanaimo, B.C.	500	2.2	2.5	60	2008-04-30
Scott Paper Limited, Western Manufacturing Division, mill employees, New Westminster, B.C.	550	2.2	2.5	60	2008-04-30
Wholesale and Retail Trade (5 agreements)	9,390	1.3	2.2	67.1	
Canada Safeway Limited, retail employees, Northern, Alta.	550	0.9	2.0	72	2007-03-17
Canada Safeway Limited, retail employees, Southern, Alta.	500	0.9	2.0	72	2007-03-17
Canada Safeway Limited, retail employees, province-wide, Alta.	6,800	1.0	2.1	72	2007-03-17
Corp. des concessionnaires d'automobiles du Saguenay-Lac St-Jean, service and maintenance empls., Saguenay-Lac-St-Jean-Region, Que.	690	3.0	3.1	50	2007-02-28
Finning (Canada), Division of Finning International Ltd., service and maintenance employees, prov.-wide, B.C.	850	2.5	2.0	36	2006-04-14
Transportation (3 agreements)	28,530	-0.5	-1.7	37.7	
Air Canada, customer service, system-wide	7,060	0.0	0.0	36	2006-06-03
Air Canada, flight attendants, system-wide	7,840	-1.1	-3.5	37	2006-06-29
Air Canada, operational, system-wide	13,630	-0.5	-1.5	39	2006-08-26
Information and Culture (1 agreement)	550	4.6	3.6	36	
Bingo Press & Specialty Ltd., printing employees, St. Catharines, Ont.	550	4.6	3.6	36	2006-03-31
Education, Health and Social Services (31 agreements)	54,730	3.6	3.4	23.5	
Bluewater District School Board, elementary teachers, Chesley, Ont.	710	3.1	3.0	24	2004-08-31
Bluewater District School Board, secondary teachers, Chesley, Ont.	520	4.0	4.1	24	2004-08-31
Durham Catholic District School Board, elementary teachers, Oshawa, Ont.	910	3.9	3.0	24	2004-08-31
Grand Erie District School Board, elementary teachers, Brantford, Ont.	1,030	3.7	2.8	36	2004-08-31
Greater Essex County District School Board, elementary teachers, Windsor, Ont.	1,430	4.3	4.3	12	2003-08-30
Hamilton-Wentworth Catholic District School Board, secondary teachers, Hamilton, Ont.	550	4.8	4.8	12	2004-08-31
Hamilton-Wentworth District School Board, secondary teachers, Hamilton, Ont.	1,400	3.8	3.6	24	2004-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville, Ont.	700	4.1	4.2	24	2004-08-31
Laval University, office and technicians employees, Québec, Que.	1,600	3.8	3.8	12	2003-05-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Laval University, professors, Québec, Que.	1,160	2.0	2.0	12	2004-05-31
McMaster University, support employees, Hamilton, Ont.	1,790	2.8	3.3	36	2006-06-15
Near North District School Board, elementary teachers, Parry Sound, Ont.	500	3.9	3.8	24	2004-08-30
Ottawa Hospital, health and social care professionals, Ottawa, Ont.	1,550	4.4	5.0	27	2002-03-31
Rainbow District School Board, elementary teachers, Sudbury, Ont.	780	5.0	5.0	12	2004-08-31
Ryerson University, professors, Toronto, Ont.	550	2.7	2.0	48	2005-06-30
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	2,220	4.0	4.1	24	2004-08-31
Simcoe County District School Board, secondary teachers, Midhurst, Ont.	1,130	3.5	2.5	36	2004-08-31
Simcoe Muskoka Catholic District School Board, elementary teachers, Barrie, Ont.	800	4.6	3.5	24	2004-08-31
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia, Man.	700	3.0	3.0	12	2003-06-30
Thames Valley District School Board, custodial, maint. and technical empls., London, Ont.	660	2.4	3.0	44	2005-08-31
Thames Valley District School Board, elementary teachers, London, Ont.	3,200	4.1	3.5	24	2004-08-31
Thames Valley District School Board, secondary teachers, London, Ont.	1,900	4.1	4.2	24	2004-08-31
Toronto District School Board, elementary teachers, Toronto, Ont.	11,000	3.6	3.1	24	2004-08-31
Toronto District School Board, occasional teachers, Toronto, Ont.	2,400	3.0	3.0	24	2004-08-31
Toronto District School Board, secondary teachers, Toronto, Ont.	6,000	3.6	3.1	24	2004-08-31
University College of the Fraser Valley Board, post-secondary, teachers, Abbotsford, B.C.	750	2.6	2.6	12	2004-03-31
Waterloo Catholic District School Board, office and clerical employees, Waterloo County, Ont.	550	2.7	3.0	36	2005-08-31
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,340	4.0	4.0	24	2004-08-31
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	3,540	3.2	3.2	12	2004-08-31
York Region District School Board, office and clerical employees, Aurora, Ont.	1,170	3.5	3.6	24	2005-08-31
York University, professors, Toronto, Ont.	1,190	3.2	3.0	36	2006-04-30
Entertainment and Hospitality (1 agreement)	520	3.3	3.0	36	
Corporation Hôtelière Canadien Pacifique (Château Frontenac), hotel and restaurant employees, Québec, Que.	520	3.3	3.0	36	2005-12-31
Public Administration (1 agreement)	2,700	3.3	3.0	36	
City of Calgary, inside employees, Calgary, Alta.	2,700	3.3	3.0	36	2005-12-26
Agreements without COLA (49 agreements)	100,860	2.2	1.8	32.9	
Agreements with COLA (none)	-	-	-	-	
All Agreements (49 agreements)	100,860	2.2	1.8	32.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	Jan.01-Aug.03
•Canada Post	CUPW	48,000	TENT	Jan. 03
•Atomic Energy	various unions	1,600	CO/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC and PIPSC	3,720	B	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	31,990	B	Oct. 03
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•Ontario Hospital Association	OPSEU	5,190	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,420	WS	May 03
•GO Transit (Ont.)	ATU	780	CO	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	9,000	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/MED/WS	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	TENT	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B/TENT	April 03

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Wage Data for the Second Quarter 2003 for Small, Medium and Large Bargaining Units

Among the 185 collective bargaining settlements reached in the second quarter of 2003, 52 settlements were in small bargaining units (between 100 and 499 employees), 103 were in medium bargaining units (500 to 1,999 employees), and 30 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

SMALL bargaining units reported an average increase of **2.9 per cent**. **Public sector** settlements provided an average increase of **3.5 per cent**, higher than the **private sector** wage adjustment of **2.7 per cent**. On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **entertainment and hospitality** reported the lowest average at **2.4 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.0 per cent** in **British Columbia**.

MEDIUM bargaining units reported a second quarter average wage increase of **3.1 per cent**. **Public sector** settlements resulted in an average increase of **3.2 per cent**, compared to the **private sector** figure of **2.5 per cent**. On an industry basis, **primary industries** had the highest wage adjustment at **3.8 per cent** while **wholesale and retail trade**

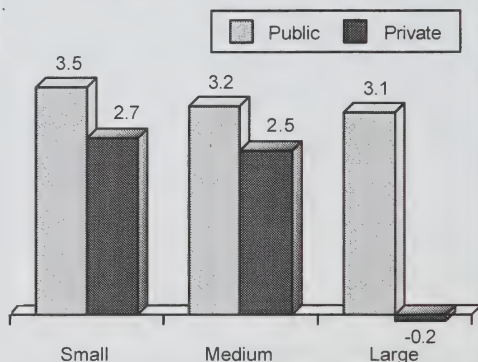
reported the lowest average at **2.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Atlantic Provinces** to a low of **1.5 per cent** in **British Columbia**.

LARGE bargaining units reported a wage increase of **2.2 per cent**. Settlements in the **public sector** provided an average increase of **3.1 per cent** while the **private sector** resulted in an average low of **minus 0.2 per cent** due to wage freeze or wage reductions at Air Canada. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **transportation** sector reported the lowest increase at **0.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in **Ontario** to a low of **0.7 per cent** in the **Federal** jurisdiction.

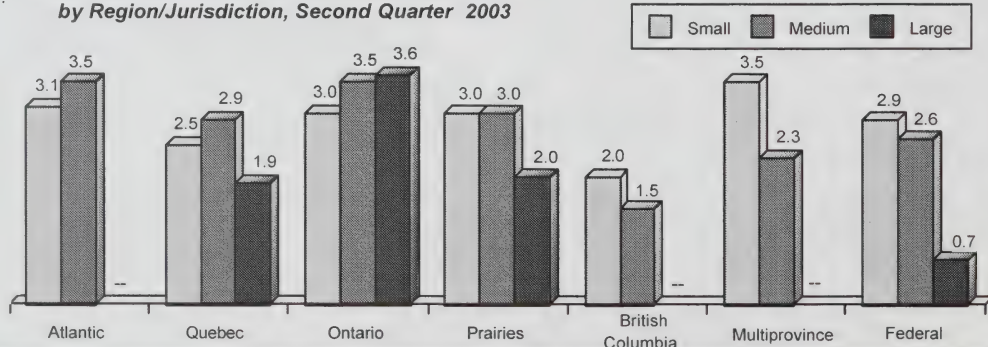
**Wage Adjustments
by Size of Bargaining Units
Second Quarter 2003**



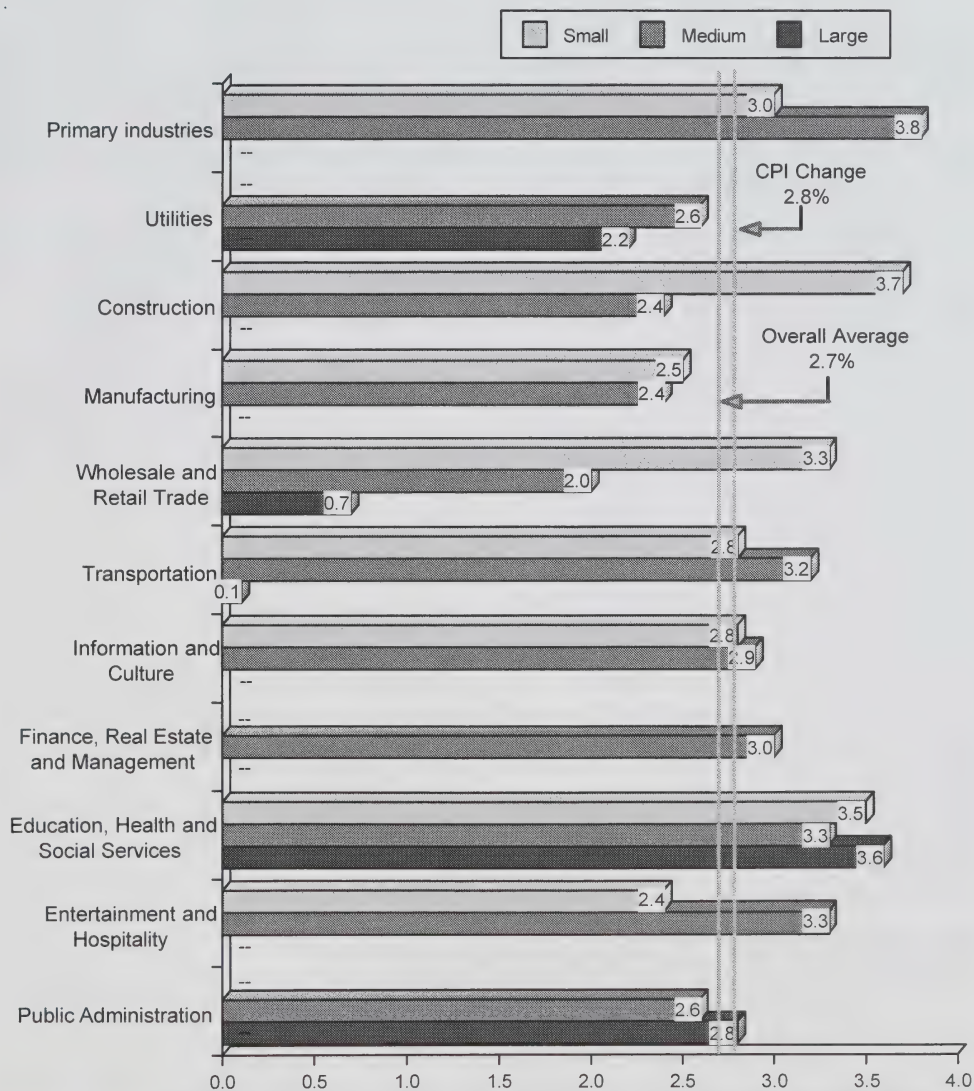
Wage Adjustments by Public and Private Sectors, 2nd Quarter 2003



**Wage Adjustments by Size of Bargaining Units and
by Region/Jurisdiction, Second Quarter 2003**



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Second Quarter 2003**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Cogema Resources Inc., mine employees, Cluff Lake, Sask.	130	3.5	4.0	36	2005-05-31
Domtar Inc., Forest Resources, woods operators, Espanola, Ont.	120	1.5	0.0	48	2005-08-31
Manufacturing (10 agreements)					
Beaulieu Canada, Filature Wickham-Usine 6, plant and maintenance employees, Wickham, Que.	230	2.9	3.7	60	2006-12-31
I.M.P. Aerospace Components Ltd., plant and maintenance employees, Amherst, N.S.	260	1.3	0.0	36	2006-03-31
IKO Industries Limited, production, Calgary, Alta.	170	3.6	3.0	60	2007-12-31
Kraus Carpet Mills Limited, production, Waterloo, Ont.	180	2.3	1.4	36	2006-06-30
MacDon Industries Ltd., plant and maintenance employees, Winnipeg, Man.	340	2.0	2.0	60	2008-07-31
Redpath Sugars, Division of Tate & Lyle North America Sugars Ltd., plant and maintenance employees, Toronto, Ont.	160	3.4	3.5	24	2005-04-30
Rieter Automotive Mastico Ltd., plant and maintenance employees, Tillsonburg, Ont.	360	1.5 *	1.1	36	2006-05-31
Saputo Milk Division, production, delivery, office & clerical employees, province-wide, B.C.	460	2.4	2.0	48	2007-03-31
Sport Maska inc., plant and maintenance employees, St-Jean-sur-Richelieu, Que.	350	2.6	3.0	38	2006-02-28
Timberjack Inc., plant and maintenance employees, Woodstock, Ont.	190	2.5	3.0	36	2006-04-01
Transportation (2 agreements)					
Gen Auto Shippers, truck drivers, province-wide	400	2.5 *	2.9	48	2006-10-31
Lakehead Terminal Elevators Association, grain elevator employees, Thunder Bay, Ont.	280	1.8 *	1.0	36	2006-01-31
Information and Culture (1 agreement)					
Canada Science and Technology Museum Corporation, museum employees, Ottawa, Ont.	220	3.0	3.0	12	2004-03-31
Education, Health and Social Services (2 agreements)					
Rainbow District School Board, maintenance employees, Sudbury, Ont.	200	2.9	3.7	38	2006-08-31
Simcoe Muskoka Catholic District School Board, secondary teachers, Barrie, Ont.	440	4.6	3.5	24	2004-08-31
Entertainment and Hospitality (1 agreement)					
CAA Mid-Western Ontario and CAA Travel Agency, office and clerical employees, Wellington County, Ont.	130	2.5	3.0	48	2007-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:

Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117
or E-mail: wid-imt@hrdc-drhc.gc.ca

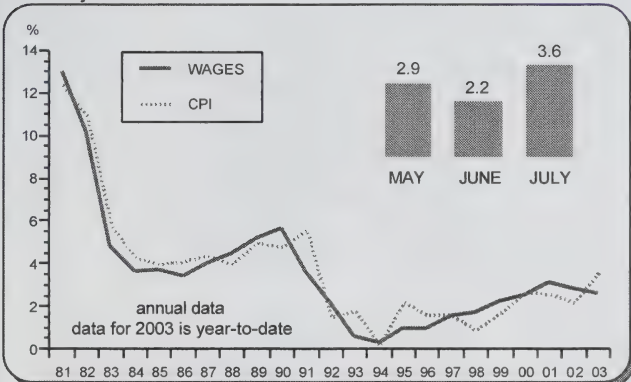


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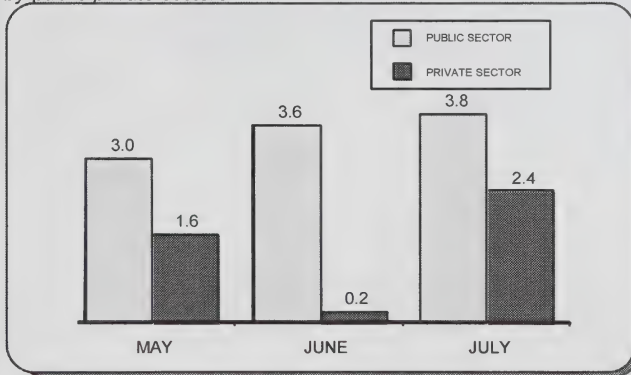
The Wage Settlements Bulletin

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Volume 14, Issue 9

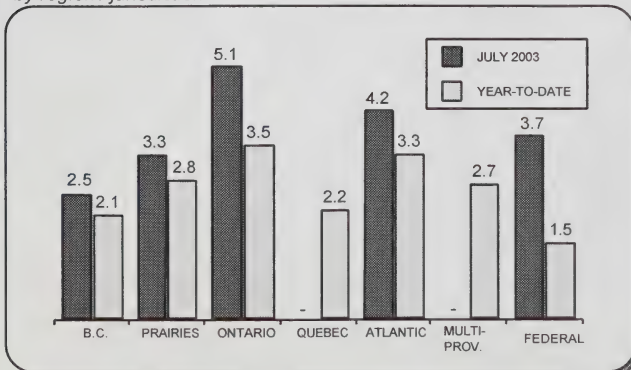
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for July 2003

Major collective bargaining settlements reached in July 2003 provided base rate wage adjustments averaging 3.6 per cent annually over the contract term, up from 2.2 per cent in June and from 2.8 per cent in the year 2002 and 2.7 per cent this year-to-date.

The results for July 2003 are based on a review of 17 settlements covering 26,900 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.5 per cent, a fractionally smaller gain than in their current settlements. Contract duration in July averaged 37 months, compared to 35 months in the previous round of settlements.

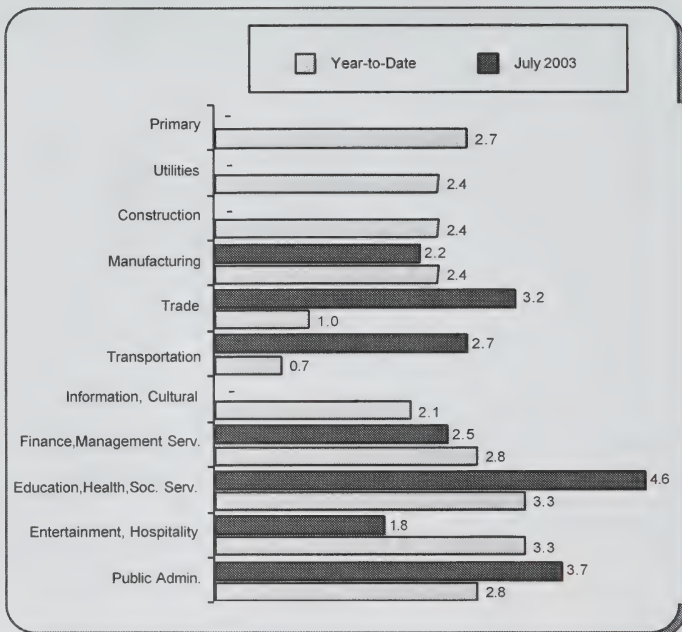
Wage gains in July were higher in the **public sector (3.8 per cent)** than in the **private sector (2.4 per cent)**. The employee-weighted data were influenced by an agreement between the Government of Canada and 7,720 public service employees in the Applied Science and Engineering Group which settled for a wage increase averaging 4.2 per cent over the life of the contract. The overall public sector data cover 21,860 employees in 12 agreements. In contrast, there were only 5 private sector agreements in July covering 5,040 employees.

On a regional/jurisdictional basis, wage adjustments in July were above the national average in Ontario (5.1 per cent average increase for 2,960 employees in 3 settlements), and in Atlantic Canada (4.2 per cent average for 1,440 employees in 2 agreements). Approximately 42% of all employees in July's settlements were in the Federal jurisdiction, with wage increases averaging 3.7 per cent for 11,300 employees in 3 agreements. The average wage adjustment was lower than the national average in the Prairies, with wage gains averaging 3.3 per cent (5,410 workers in 3 agreements), and in British Columbia at 2.5 per cent (5,790 employees in 6 agreements).

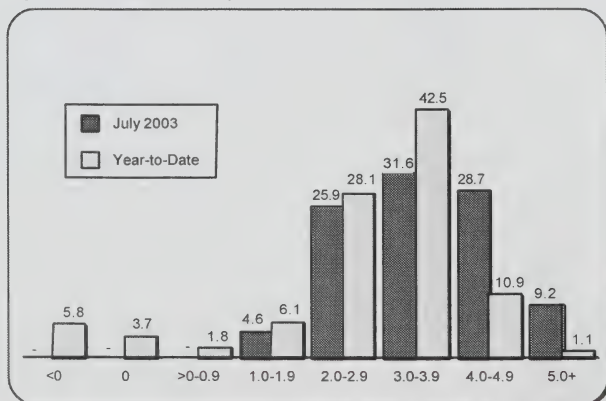
Canada

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest concentration of employees was in **public administration** with 15,580 employees (57.9% of all workers) in 6 agreements; this sector also recorded the second largest average increase in wage settlements at **3.7 per cent**. The largest average wage increase of **4.6 per cent** was recorded in the **education, health and social services** sector; this was mainly as a result of a secondary school teachers' settlement, (Dufferin-Peel District School Board) providing 1,700 employees with a wage increase averaging 6.6 per cent over the life of the contract. In the remaining industries, average wage increases in descending order of magnitude were: **trade** sector at **3.2 per cent**; **transportation** sector at **2.7 per cent**; **finance** sector at **2.5 per cent** and **manufacturing** at **2.2 per cent**.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, July 2003

	Agreements	Employees
Atlantic Provinces	2	1,440
Quebec	-	-
Ontario	3	2,960
Prairie Provinces	3	5,410
British Columbia	6	5,790
Multiprovince	-	-
Federal	3	11,300

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		Year to Date	2003		
				3	4	1	2		May	June	July
All Industries/Jurisdictions											
Average Annual Adjustment	2,5	3,2	2,8	2,6	2,8	2,8	2,6	2,7	2,9	2,2	3,6
Non-COLA	2,5	3,2	2,8	2,6	2,7	2,8	2,6	2,7	2,9	2,2	3,7
COLA	2,4	3,2	3,5	2,4	3,8	1,9	2,4	2,4	2,8	-	2,9
First Year Increase	2,3	3,4	3,0	2,9	3,0	3,0	2,4	2,7	3,0	1,8	4,5
Non-COLA	2,3	3,4	2,9	3,0	2,8	3,1	2,5	2,8	3,0	1,8	4,7
COLA	2,5	3,3	4,2	2,5	4,6	1,6	1,7	1,8	2,3	-	2,9
Industries											
Primary	1,8	2,7	1,8	1,5	1,9	1,5	3,8	2,7	-	-	-
Utilities	3,5	2,5	2,4	0,7	3,3	3,9	2,2	2,4	2,2	3,0	-
Construction	3,6	3,2	1,2	-	1,2	-	2,4	2,4	3,2	1,6	-
Manufacturing	2,7	2,6	3,5	3,0	3,6	2,4	2,4	2,4	2,3	2,6	2,2
Wholesale and Retail Trade	1,7	1,6	1,9	2,0	2,2	-	1,0	1,1	0,0	1,3	3,2
Transportation	2,4	2,8	2,9	2,7	5,4	2,5	0,3	0,8	3,0	-0,5	2,7
Information and Cultural Industries	2,9	3,2	3,0	3,1	3,0	1,4	2,9	2,1	2,5	4,6	-
Finance, Professional Services	1,8	2,2	2,1	0,0	1,9	2,8	3,0	2,7	3,0	-	2,5
Education, Health, Social Services	2,6	3,5	3,0	2,8	3,4	2,9	3,4	3,3	3,4	3,6	4,6
Entertainment, Hospitality Industry	3,0	4,2	2,4	1,9	3,3	3,3	3,3	2,9	-	3,3	1,8
Public Administration	2,3	3,1	2,6	2,4	2,7	2,7	2,8	3,0	3,0	3,3	3,7
Jurisdictions											
Newfoundland and Labrador	3,7	5,0	6,6	6,0	-	3,0	-	3,4	-	-	5,0
Prince Edward Island	2,2	3,1	4,9	3,2	6,0	3,6	-	3,6	-	-	-
Nova Scotia	2,2	3,7	2,4	2,3	2,5	3,4	3,1	3,4	-	3,1	3,3
New Brunswick	2,8	3,4	2,7	2,3	3,3	2,3	3,8	2,6	-	-	-
Quebec	2,4	2,8	2,1	2,1	2,3	1,8	2,4	2,2	2,1	3,0	-
Ontario	2,6	2,9	3,0	2,8	3,1	3,1	3,6	3,5	3,5	3,7	5,1
Manitoba	2,6	2,4	4,0	5,4	3,0	3,1	2,0	2,5	0,3	3,0	3,0
Saskatchewan	3,5	2,9	3,9	4,2	3,9	3,6	2,6	3,0	-	-	-
Alberta	4,7	5,1	5,0	6,3	4,4	3,5	2,4	2,9	3,4	1,6	3,3
British Columbia	1,6	3,1	1,9	1,0	1,4	2,3	1,5	2,1	0,6	2,4	2,5
Multiprovince	2,7	3,0	3,3	3,0	4,3	-	2,7	2,7	2,5	2,8	-
Federal Jurisdiction	2,2	3,0	2,9	2,8	2,9	2,1	0,8	1,5	2,6	-0,5	3,7
Public Sector	2,5	3,3	2,9	2,7	3,2	2,9	3,2	3,1	3,0	3,6	3,8
Private Sector	2,4	3,0	2,6	2,5	2,4	2,4	0,7	1,3	1,6	0,2	2,4
Consumer Price Index	2,7	2,6	2,2	2,3	3,8	4,4	2,8	3,4	2,9	2,6	2,2

Data for the month of July are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (2 agreements)	1,000	2.2	2.5	60.0	
Canadian Forest Products Ltd., Northwood Pulp Mill, mill employees, Prince George, B.C.	500	2.2	2.5	60.0	2008-04-30
Howe Sound Pulp and Paper Limited, mill employees, Port Mellon, B.C.	500	2.2	2.5	60.0	2008-04-30
Wholesale and Retail Trade (1 agreement)	500	3.2	3.3	36.0	
Zellers Inc., warehouse employees, Toronto, Ont.	500	3.2	3.3	36.0	2006-05-31
Transportation (1 agreement)	2,300	2.7	2.5	48.0	
NAV CANADA, air traffic controllers, Canada-wide	2,300	2.7	2.5	48.0	2005-03-31
Finance and Professional Services (1 agreement)	1,280	2.5	2.5	24.0	
National Research Council Canada, scientific and other professionals, Canada-wide	1,280	2.5	2.5	24.0	2004-07-19
Education, Health and Social Services (5 agreements)	5,000	4.6	4.6	23.4	
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga, Ont.	1,700	6.6	6.6	12.0	2004-08-31
EMC Emergency Medical Care Incorporated, para-medical professional employees, province-wide, N.S.	660	3.3	3.2	36.0	2005-03-31
Louis Riel School Division, elementary and secondary teachers, Winnipeg, Man.	1,100	3.0	3.0	24.0	2004-06-30
Memorial University of Newfoundland, professors, St. John's, Nfld.	780	5.0	5.0	36.0	2005-08-31
York Region District School Board, service and maintenance employees, Aurora, Ont.	760	3.2	3.3	24.0	2005-08-31
Entertainment and Hospitality (1 agreement)	1,240	1.8	1.0	48.0	
Greater Vancouver Hotel Employer's Association, service and maintenance employees, Vancouver, B.C.	1,240	1.8	1.0	48.0	2007-06-30
Public Administration (6 agreements)	15,580	3.7	5.4	38.7	
City of Burnaby, inside employees, Burnaby, B.C.	1,410	2.6 *	2.5	48.0	2006-12-31
City of Calgary, outside employees, Calgary, Alta.	2,530	3.3	3.0	36.0	2005-12-25
City of Coquitlam, inside and outside employees, Coquitlam, B.C.	980	2.6 *	2.5	48.0	2006-12-31
City of Edmonton, outside employees, Edmonton, Alta.	1,780	3.3	3.0	36.0	2005-12-24
Government of Canada, scientific and other professionals, Canada-Wide	7,720	4.2	7.8	36.0	2005-09-30
Vancouver Police Board, police officers, Vancouver, B.C.	1,160	3.3 *	3.8	48.0	2006-12-31
Agreements with COLA (3 agreements)	3,550	2.9 *	2.9	48.0	
Agreements without COLA (14 agreements)	23,350	3.7	4.7	35.5	
All Agreements (17 agreements)	26,900	3.6	4.5	37.1	

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•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
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 CO conciliation

MED mediation
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 WS work stoppage
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Year-to-Date 2003 Wage Data for Small, Medium and Large Bargaining Units

Among the 347 collective bargaining settlements reached to date (January to July), 111 settlements were in small bargaining units (between 100 and 499 employees), 191 were in medium bargaining units (500 to 1,999 employees), and 45 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

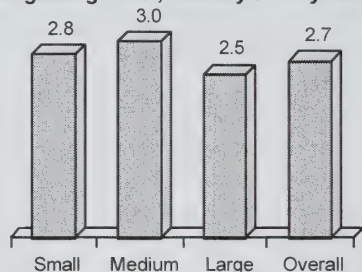
SMALL bargaining units reported an average increase of **2.8 per cent**. **Public sector** settlements provided an average increase of **3.1 per cent**, higher than the **private sector** wage adjustment of **2.5 per cent**. On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **finance, real estate and management services** and the **entertainment and hospitality** sectors reported the lowest average at **2.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.2 per cent** in **British Columbia**.

MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent**. **Public sector** settlements resulted in an average increase of **3.1 per cent**, compared to the **private sector** figure of **2.4 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent** while **infor-**

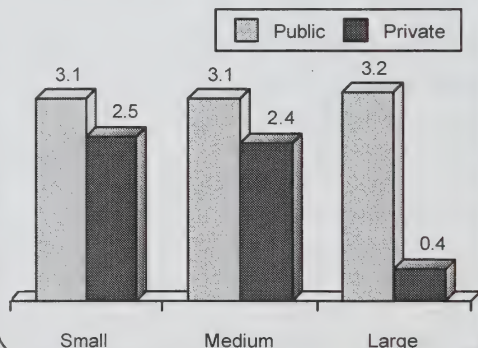
mation and culture reported the lowest average at **2.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.1 per cent** in **British Columbia** and in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of **2.5 per cent**. Settlements in the **public sector** resulted in an average increase of **3.2 per cent** compared to **0.4 per cent** in the **private sector**. The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.4 per cent** while the **transportation** sector reported the lowest increase at **0.5 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in **Ontario** to a low of **1.3 per cent** in the **Federal** jurisdiction.

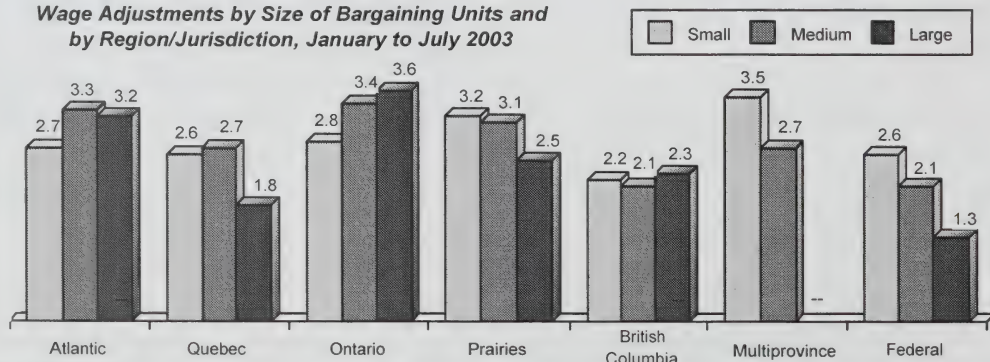
Wage Adjustments by Size of Bargaining Units, January to July 2003



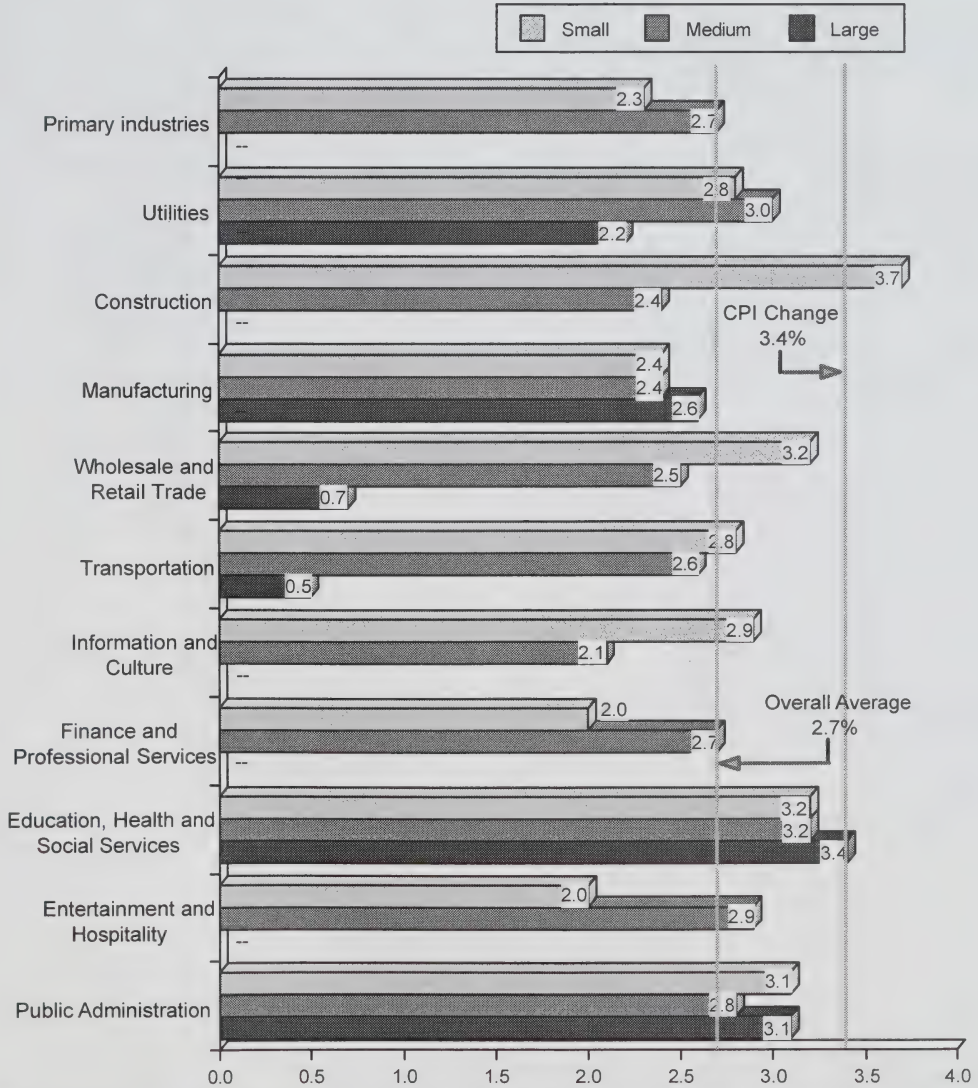
Wage Adjustments by Public and Private Sectors, January to July 2003



Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction, January to July 2003



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to July 2003**



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JULY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Primary Industries (1 agreement)					
Tolko Industries Ltd., Manitoba Solid Wood and Wood Lands Division, mill employees, The Pas, Man.	350	1.6	0.0	60.0	2006-08-31
Manufacturing (3 agreements)					
Grimms' Fine Foods Ltd., production employees, Richmond, B.C.	200	2.2	3.0	60.0	2008-05-31
Weldwood of Canada Limited, 100 Mile House Operations, mill employees, 100 Mile House, B.C.	200	1.8	0.0	72.0	2009-06-30
Weldwood of Canada Limited, Williams Lake Division, mill employees, Williams Lake, B.C.	340	1.8	0.0	72.0	2009-06-30
Wholesale and Retail Trade (1 agreement)					
Canada Safeway Limited & Food For Less, bakery employees, Calgary, Alta.	150	1.2	2.6	72.0	2007-03-17
Transportation (2 agreements)					
Direct Integrated Transportation Inc., truck drivers, Winnipeg, Man.	200	2.4	3.0	36.0	2006-05-13
Société du Vieux Port de Montréal inc., office and clerical employees, Montréal, Que.	350	3.4	4.0	48.0	2006-03-31
Information and Culture (1 agreement)					
Northern Telephone Limited, office and clerical employees, New Liskeard, Ont.	160	3.0	3.0	48.0	2007-02-28
Entertainment and Hospitality (1 agreement)					
Servomation Inc., food service employees, Vancouver, B.C.	400	1.3	-0.0	36.0	2005-01-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

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Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

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to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at 1-800-567-6866
or in the Ottawa-Hull region (819) 997-3117



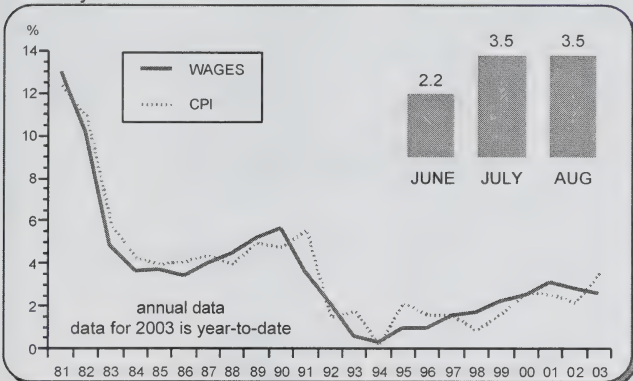


Workplace
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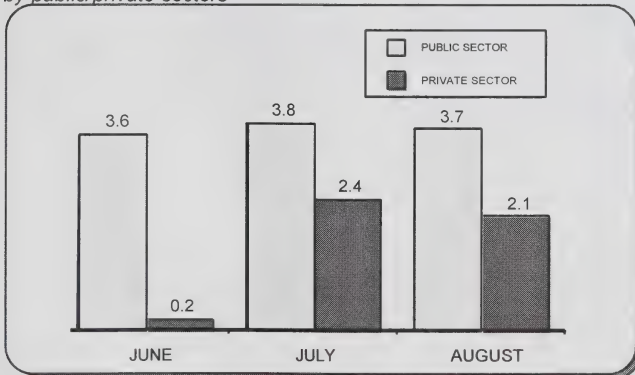
The Wage Settlements Bulletin

October 2003
Volume 14, Issue 10

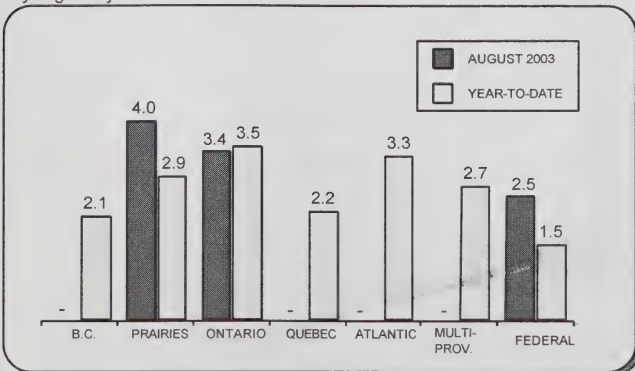
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2003

Major collective bargaining settlements reached in **August 2003** provided base-rate wage increases averaging **3.5 per cent** annually over the term of the contracts.

There were very few settlements in August 2003. The August results are based on a review of only 11 settlements with a coverage of 23,980 employees. In a typical month during the year 2002, there were on average 31 agreements covering 82,383 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.8 per cent, a smaller gain than in their current settlements. Contract duration in August averaged 28 months, compared to 31 months in the previous round of settlements.

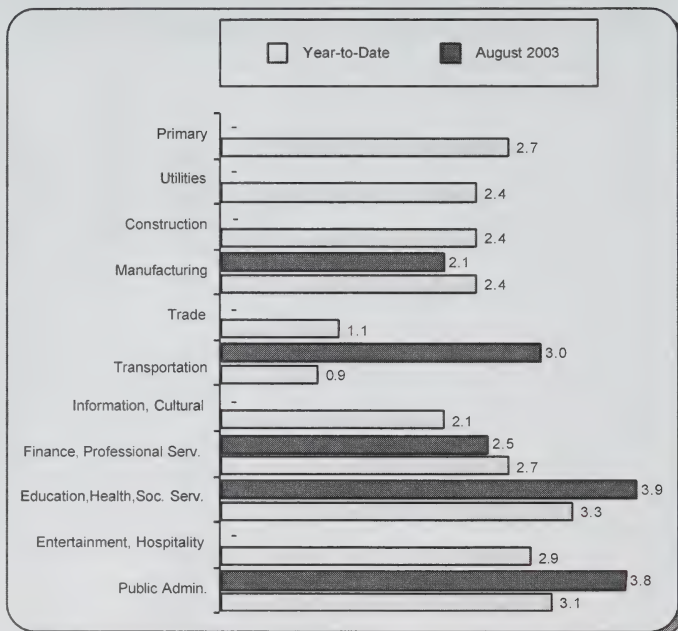
Most agreements (10 of 11) were in the public sector. A single **private-sector** agreement provided a wage gain of **2.1 per cent** for 3,400 mining employees with INCO Ltd. in Sudbury. **Public-sector** wage adjustments averaged 3.7 per cent for 20,580 employees. The larger public sector figure was influenced by several agreements with a relatively substantial employee-weighting within the **education and health sector**, averaging 3.9 per cent overall; they included the Regional Health Authorities of Manitoba at 4.5 per cent, the Toronto Catholic District School Board at 4.0 per cent and the Ontario Hospital Association at 3.5 per cent.

On a regional/jurisdictional basis, the largest concentration of employees (72.6 per cent of all workers) and the majority of agreements (7 of 11) were in Ontario; wage increases in this jurisdiction averaged 3.4 per cent. The largest increase at 4.0 per cent was in the Prairie provinces including Manitoba at 4.1 per cent and Alberta at 3.3 per cent. The Federal jurisdiction had the lowest average increase at 2.5 per cent.

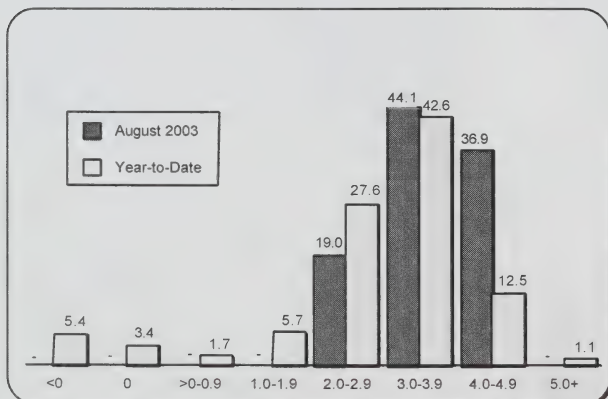


On an industry basis, the largest concentration of employees was in **education, health and social services** with 14,120 employees (58.9% of all workers) in 4 agreements; this sector also recorded the largest average increase in wage settlements at **3.9 per cent**. The second largest average wage increase of **3.8 per cent** was recorded in the **public administration** sector with 4 agreements covering 4,170 employees. Each remaining industry was comprised of a single settlement, and in descending order of magnitude, the average wage increases for these were: the **transportation** sector at **3.0 per cent**; **finance and professional services** at **2.5 per cent**, and **manufacturing** at **2.1 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, August 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	-	-
Ontario	7	17,400
Prairie Provinces	3	5,430
British Columbia	-	-
Multiprovince	-	-
Federal	1	1,150

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		Year to Date	2003		
				3	4	1	2		Jun	Jul	Aug
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.8	3.3	2.8	2.6	2.8	2.2	3.5	3.5
Non-COLA	2.5	3.2	2.8	2.7	3.1	2.8	2.6	2.8	2.2	3.7	3.7
COLA	2.4	3.2	3.5	3.8	4.2	1.9	2.4	2.3	-	2.9	2.1
First Year Increase	2.3	3.4	3.0	3.0	3.7	3.0	2.4	2.8	1.8	4.5	3.5
Non-COLA	2.3	3.4	2.9	2.8	3.3	3.1	2.5	2.9	1.8	4.7	3.6
COLA	2.5	3.3	4.2	4.6	5.2	1.6	1.7	1.9	-	2.9	3.0
Industries											
Primary	2.1	2.7	2.0	1.9	-	1.5	3.8	2.7	-	-	-
Utilities	3.5	2.5	2.4	3.3	3.4	3.9	2.2	2.4	3.0	-	-
Construction	3.6	3.2	1.2	1.2	-	-	2.4	2.4	1.6	-	-
Manufacturing	2.6	2.6	3.5	3.6	4.0	2.4	2.4	2.4	2.6	2.2	2.1
Wholesale and Retail Trade	1.7	1.6	1.9	2.2	1.8	-	1.0	1.1	1.3	3.2	-
Transportation	2.4	2.8	2.9	5.4	3.2	2.5	0.3	0.9	-0.5	2.7	3.0
Information and Cultural Industries	2.9	3.2	3.0	3.0	-	1.4	2.9	2.1	4.6	-	-
Finance and Professional Services	1.8	2.2	2.1	1.9	3.5	2.9	3.0	2.7	-	2.5	2.5
Education, Health, Social Services	2.6	3.5	3.0	3.4	3.4	2.9	3.4	3.3	3.6	4.6	3.9
Entertainment, Hospitality Industry	3.0	4.2	2.4	3.3	2.2	3.3	3.3	2.9	3.3	1.8	-
Public Administration	2.3	3.1	2.6	2.7	2.9	2.7	2.8	3.1	3.3	3.7	3.8
Jurisdictions											
Newfoundland and Labrador	3.7	5.0	6.6	-	5.0	3.0	-	3.4	-	5.0	-
Prince Edward Island	2.2	3.1	4.9	6.0	-	3.6	-	3.6	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.5	3.4	3.1	3.4	3.1	3.3	-
New Brunswick	2.8	3.4	2.7	3.3	2.3	2.3	3.8	2.6	-	-	-
Quebec	2.4	2.8	2.1	2.3	2.0	1.8	2.4	2.2	3.0	-	-
Ontario	2.6	2.9	3.0	3.1	3.4	3.1	3.6	3.5	3.7	5.1	3.4
Manitoba	2.6	2.4	4.0	3.0	3.2	3.1	2.0	2.8	3.0	3.0	4.1
Saskatchewan	3.5	2.9	3.9	3.9	3.8	3.6	2.6	3.0	-	-	-
Alberta	4.7	5.1	5.0	4.4	4.1	3.5	2.4	2.9	1.6	3.3	3.3
British Columbia	1.6	3.1	1.9	1.4	2.0	2.3	1.5	2.1	2.4	2.5	-
Multi-Province	2.7	3.0	3.3	4.3	3.1	-	2.7	2.7	2.8	-	-
Federal Jurisdiction	2.2	3.0	2.9	2.9	3.2	2.1	0.8	1.5	-0.5	3.7	2.5
Public Sector	2.5	3.3	2.9	3.2	3.3	2.9	3.2	3.2	3.6	3.8	3.7
Private Sector	2.4	3.0	2.6	2.4	3.5	2.4	0.7	1.3	0.2	2.4	2.1
Consumer Price Index	2.7	2.6	2.2	2.3	3.8	4.4	2.8	3.2	2.6	2.2	2.0

Data for the month of August are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (1 agreement)	3,400	2.1	3.0	36	
INCO Limited, smelting and refinery employees, Sudbury, Ont.	3,400	2.1 *	3.0	36	2006-05-31
Transportation (1 agreement)	1,140	3.0	3.0	36	
City of Winnipeg, bus drivers, Winnipeg, Man.	1,140	3.0	3.0	36	2006-01-11
Finance and Professional Services (1 agreement)	1,150	2.5	2.5	36	
National Research Council Canada, technical employees, Canada-Wide	1,150	2.5	2.5	36	2005-02-13
Education, Health and Social Services (4 agreements)	14,120	3.9	3.7	26.3	
Ontario Hospital Association, laboratory technicians, province-wide, Ont.	6,170	3.5	3.5	24	2004-03-31
Regional Health Authorities of Manitoba, para-medical technical employees, province-wide, Man.	3,300	4.5	5.0	36	2006-03-31
Toronto Catholic District School Board, elementary teachers, Toronto, Ont.	4,020	4.0	3.0	24	2004-08-31
University of Windsor, teaching assistants, Windsor, Ont.	630	3.0	3.0	12	2004-08-31
Public Administration (4 agreements)	4,170	3.8	3.9	24.3	
City of Calgary, firefighters, Calgary, Alta.	990	3.3	3.5	24	2003-12-31
Hamilton Police Services, police officers, Hamilton, Ont.	720	3.6	3.9	36	2005-12-31
Regional Municipality of Peel Police Services Board, police officers, Brampton, Ont.	1,530	4.2	4.2	12	2003-12-31
Regional Municipality of York Police Services Board, police officers, Newmarket, Ont.	930	3.6	3.9	36	2005-12-31
Agreements with COLA (1 agreements)	3,400	2.1 *	3.0	36	
Agreements without COLA (10 agreements)	20,580	3.7	3.6	27	
All Agreements (11 agreements)	23,980	3.5	3.5	28.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	May02-Sep.03
•Atomic Energy	various unions	1,000	CO/PCB/WS	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	19,230	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council	OPSEU	13,500	CO	Aug. 03
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	7,500	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/TENT	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B	April 03

Status*:

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 365 collective bargaining settlements reached to date (January to August 2003), 118 settlements were in small bargaining units (between 100 and 499 employees), 198 were in medium bargaining units (500 to 1,999 employees), and 49 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

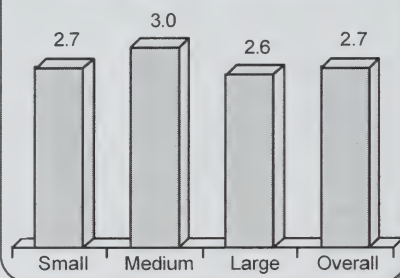
SMALL bargaining units reported an average increase of 2.7 per cent. **Public sector** settlements provided an average increase of 3.1 per cent, higher than the **private sector** wage adjustment of 2.5 per cent. On an industry basis, the **construction** sector had the highest wage adjustment at 3.7 per cent while **entertainment and hospitality** sector reported the lowest average at 1.9 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.5 per cent in the **Multiprovince** category to a low of 2.1 per cent in **British Columbia**.

MEDIUM bargaining units reported a year-to-date average wage increase of 3.0 per cent. **Public sector** settlements resulted in an average increase of 3.1 per cent, compared to the **private sector** figure of 2.4 per cent. On an industry basis, the **education, health and social services** sector had the

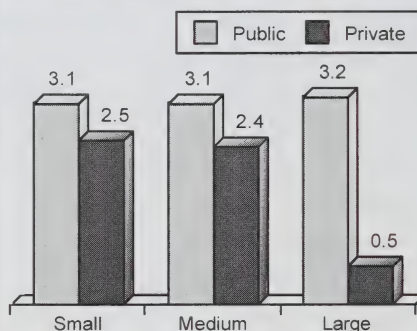
highest wage adjustment at 3.2 per cent while **information and culture** reported the lowest average at 2.1 per cent. On a regional/jurisdictional basis, average increases ranged from a high of 3.4 per cent in **Ontario** to a low of 2.1 per cent in **British Columbia** and in the **Federal** jurisdiction.

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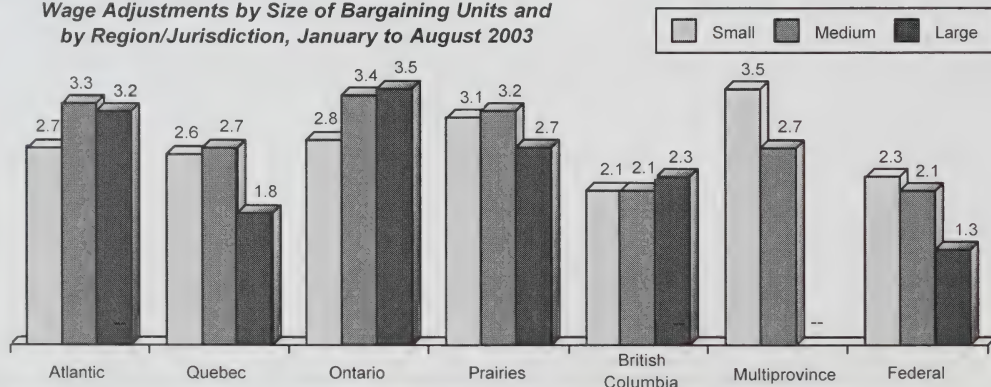
Wage Adjustments by Size of Bargaining Units, January to August 2003



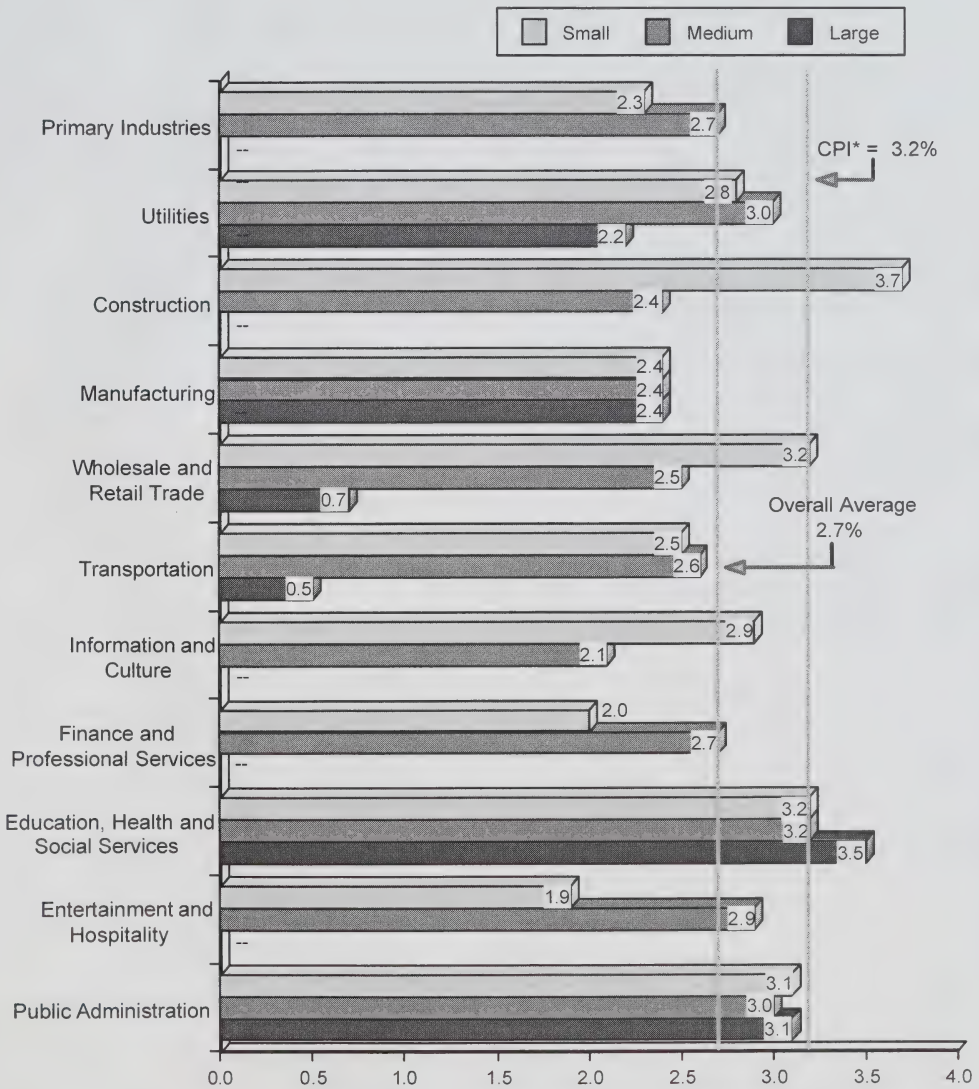
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Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction, January to August 2003



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to August 2003**



* Per cent change from the same period last year.

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Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Manufacturing (2 agreements)					
Caribou Pulp & Paper Company, mill employees, Quesnel, B.C.	300	2.2	2.5	60	2008-04-30
Field Aviation West (Division of Field Aviation Company Inc.), aircraft maintenance, Calgary, Alta.	170	0.0	0.0	12	2004-04-24
Transportation (2 agreements)					
Canadian Pacific Railway & St. Lawrence & Hudson Railway, dispatchers, System-Wide	210	2.7	3.0	36	2005-12-31
Leaseway Auto Carriers, truck drivers, province-wide	180	1.1 *	0.4	36	2005-10-31
Education, Health and Social Services (1 agreement)					
Brandon University, office and clerical employees, Brandon, Man.	100	3.0	3.0	36	2006-03-31
Entertainment and Hospitality (1 agreement)					
Hospitality Industrial Relations, hotel and restaurant employees, B.C., province-wide	250	1.0	0.0	48	2006-12-31
Public Administration (1 agreement)					
Municipal Corporation of Iqaluit, inside and outside employees, Iqaluit, Nunavut	120	3.0	3.0	36	2006-06-30

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to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

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The Wage Settlements Bulletin

November 2003
Volume 14, Issue 11

Wage Data for the Third Quarter 2003

Major collective bargaining settlements reached in **the third quarter 2003** provided base-rate wage increases averaging **3.2 per cent** annually over the contract term. This is higher than the 2.6 per cent figure recorded in the previous quarter and 2.8 per cent for the year 2002 as a whole. The third quarter 2003 results are based on a review of 44 settlements reached in the period, with a coverage of 125,110 employees.

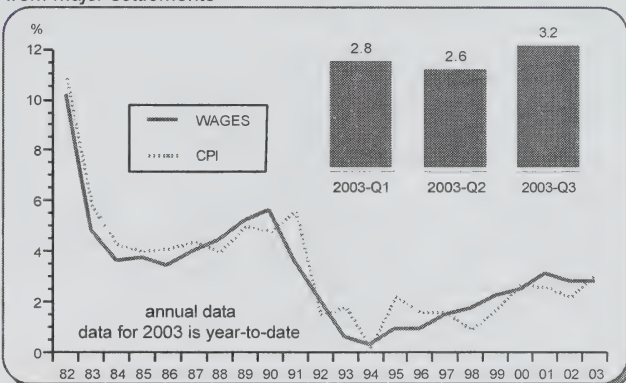
When the parties to the third quarter settlements previously negotiated, contract duration averaged 32.6 months, and the resulting wage adjustments averaged 2.7 per cent, compared to 3.2 per cent in the current round of settlements and an average contract duration of 40.9 months.

Wage increases in the first nine months of 2003 (January to September) averaged 2.8 per cent for 471,960 employees in 264 major settlements.

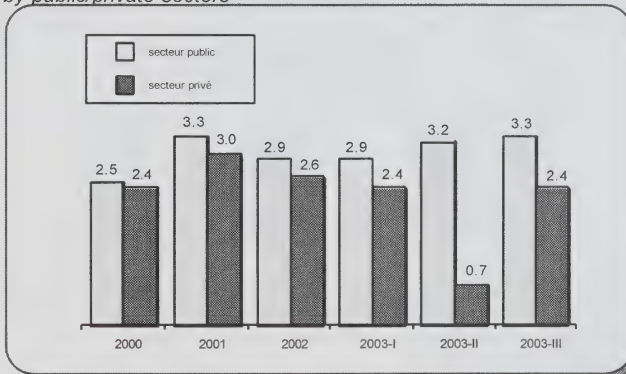
In the third quarter 2003, the majority of agreements settled (70.5%) and employees covered (88.4%) were in the public sector. Wage increases in the **public sector** averaged **3.3 per cent** for 110,560 employees in 31 agreements and in the **private sector**, **2.4 per cent** for 14,550 employees in 13 agreements.

On an industry basis, the largest increase in the third quarter was in the **education, health and social services** sector, with 12 agreements providing 24,240 employees with wage gains averaging **4.3 per cent**. The second largest wage increase (at **3.4 per cent**) was recorded in **public administration**. The smallest average wage gain (at 1.8 per cent), was with the **entertainment and hospitality** sector, which was recorded in just a single agreement covering 1,240 hospitality workers with the Greater Vancouver Hotel Employees Association.

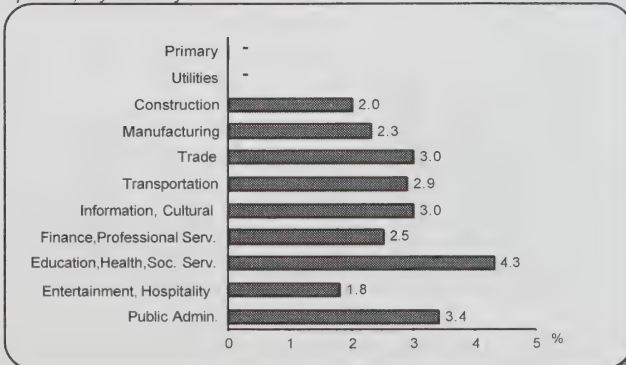
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements in the third quarter, by industry

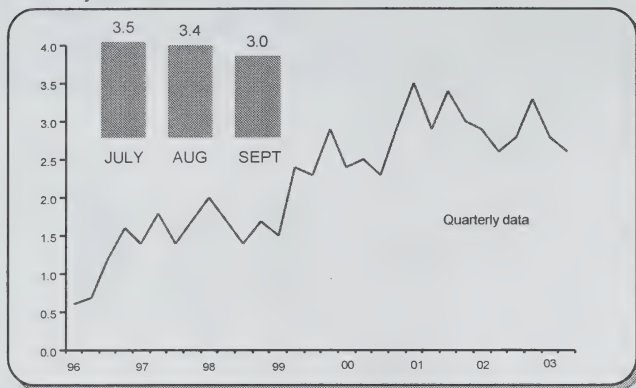


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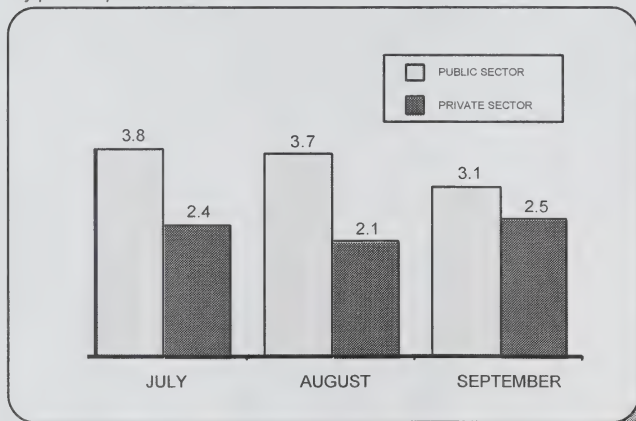
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Canada

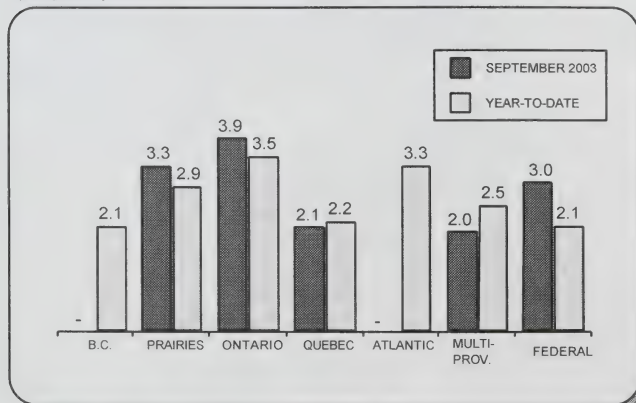
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for September 2003

Base-rate wage adjustments from major collective bargaining settlements reached in **September 2003** averaged **3.0 per cent** annually over the contract term, down from the 3.4 per cent average in the previous month but still higher than the 2.8 per cent annual figure for 2002 as a whole. The results for September 2003 are based on a review of 15 settlements covering 73,640 employees.

When the parties to these settlements previously negotiated, contract duration averaged 31.8 months and the resulting wage adjustments averaged 2.3 per cent, compared to the 3.0 per cent in their current round of settlements and average contract duration of 46.5 months. In fact, 8 of the 15 September agreements have a contract duration over 3 years. (Of these, the Labatt Brewery (in Quebec) agreement has a duration of 84 months, both the City of Montreal firefighters' agreement and the Pipe Line Contractors' Association of Canada agreement have a duration of 60 months and the Canada Post settlement has a contract duration of 48 months.)

Wage gains in September were higher in the **public sector (3.1 per cent)** than in the **private sector (2.5 per cent)**. The majority of agreements (60%) and employees (92.6%) were in the public sector. The relatively larger public sector figure was influenced by the Canada Post settlement providing 48,000 letter carriers, inside workers and technical employees with wage increases averaging 3.0 per cent; this agreement accounts for 65.9 per cent of the employee coverage for September 2003.

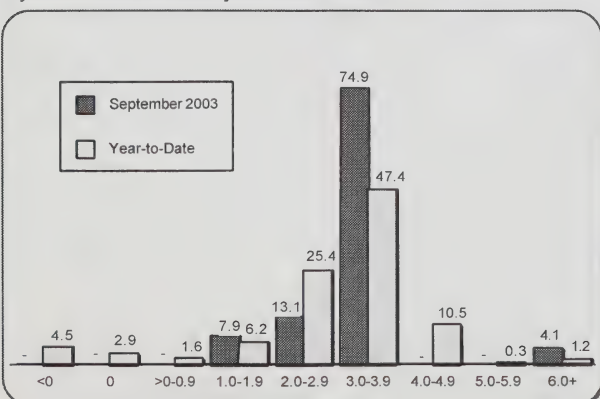
On a regional/jurisdictional basis, wage adjustments in September were largest in Ontario, at 3.9 per cent. Wage adjustments were lowest in the Multi-province jurisdiction, where a single agreement provided 800 employees (Pipe Line Contractors) with a wage gain averaging 2.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

Base rate percentage adjustments from major settlements, by industry

On an industry basis, the largest concentration of employees was in the **transportation** sector with 52,990 employees (72% of all workers) in 3 agreements receiving wage gains averaging 2.9 per cent (postal services are in the transportation sector). The largest average increase by industry was recorded in the **education, health and social services** sector at 5.1 per cent (3 agreements covering 5,180 employees). The **construction** sector recorded the smallest average increase at 2.0 per cent (Pipe Line Contractors Association in a single agreement). In descending order of magnitude, the average wage increases for the remaining industries were: the **trade** sector and the **information and culture** sector, both at 3.0 per cent; **public administration** at 2.7 per cent, and **manufacturing** at 2.5 per cent.



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, September 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	5	8,440
Ontario	4	10,780
Prairie Provinces	2	3,500
British Columbia	-	-
Multiprovince	1	800
Federal	3	50,120

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2003			2003			Year to
				1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.8	2.6	3.2	3.5	3.4	3.0	2.8
Non-COLA	2.5	3.2	2.8	2.8	2.6	3.6	3.7	3.7	3.3	2.8
COLA	2.4	3.2	3.5	1.9	2.4	2.9	2.9	2.1	2.9	2.7
First Year Increase	2.3	3.4	3.0	3.0	2.4	3.4	4.5	3.5	2.9	2.8
Non-COLA	2.3	3.4	2.9	3.1	2.5	3.9	4.7	3.6	3.1	2.9
COLA	2.5	3.3	4.2	1.6	1.7	2.8	2.9	2.8	2.8	2.5
Industries										
Primary	2.1	2.7	2.1	1.5	3.8	-	-	-	-	2.7
Utilities	3.5	2.5	2.4	3.9	2.2	-	-	-	-	2.4
Construction	3.6	3.2	1.2	-	2.4	2.0	-	-	2.0	2.3
Manufacturing	2.6	2.6	3.5	2.4	2.4	2.3	2.2	2.1	2.5	2.4
Wholesale and Retail Trade	1.7	1.6	1.9	-	1.0	3.0	3.2	-	3.0	1.2
Transportation	2.4	2.8	2.9	2.5	0.3	2.9	2.7	2.6	2.9	1.9
Information and Cultural Industries	2.9	3.2	3.0	1.4	2.9	3.0	-	-	3.0	2.2
Finance, Professional Services	1.8	2.2	2.1	2.7	2.0	2.5	2.5	2.5	-	2.4
Education, Health, Social Services	2.6	3.5	3.0	2.9	3.4	4.3	4.6	3.9	5.1	3.4
Entertainment, Hospitality Industry	3.0	4.0	2.4	3.3	3.3	1.8	1.8	-	-	2.9
Public Administration	2.3	3.1	2.6	2.7	2.8	3.4	3.7	3.8	2.7	3.0
Jurisdictions										
Newfoundland and Labrador	3.7	5.0	6.6	3.0	-	5.0	5.0	-	-	3.4
Prince Edward Island	2.2	3.1	4.9	3.6	-	-	-	-	-	3.6
Nova Scotia	2.2	3.7	2.4	3.4	3.1	3.3	3.3	-	-	3.4
New Brunswick	2.8	3.4	2.7	2.3	3.8	-	-	-	-	2.6
Quebec	2.4	2.8	2.1	1.8	2.4	2.1	-	-	2.1	2.2
Ontario	2.6	2.9	3.0	3.1	3.6	3.7	5.1	3.4	3.9	3.5
Manitoba	2.6	2.4	4.0	3.1	2.0	3.9	3.0	4.1	-	2.8
Saskatchewan	3.5	2.9	3.9	3.6	2.6	3.1	-	-	3.1	3.0
Alberta	4.7	5.1	5.0	3.5	2.4	3.3	3.3	3.3	3.3	2.9
British Columbia	1.6	3.1	1.9	2.3	1.5	2.5	2.5	-	-	2.1
Multiprovince	2.7	3.0	3.3	-	2.7	2.0	-	-	2.0	2.5
Federal Jurisdiction	2.2	3.0	2.9	2.1	0.8	3.1	3.7	2.3	3.0	2.1
Public Sector	2.5	3.3	2.9	2.9	3.2	3.3	3.8	3.7	3.1	3.2
Private Sector	2.4	3.0	2.6	2.4	0.7	2.4	2.4	2.1	2.5	1.4
Consumer Price Index	2.7	2.6	2.2	4.4	2.8	2.1	2.1	2.6	2.2	3.1

Data for the month of September are preliminary.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (1 agreement)	800	2.0	1.6	60.0	
Pipe Line Contractors Association of Canada, welders, Canada-wide	800	2.0	1.6	60.0	2008-04-30
Manufacturing (3 agreements)	2,390	2.5	2.7	53.1	
Goodyear Canada Inc., plant and maintenance employees, Valleyfield, Que.	940	3.0 *	3.7	36.0	2005-06-30
La Brasserie Labatt Limitee, plant and maintenance employees, Lasalle, Que.	850	2.1	1.9	84.0	2009-12-31
Maple Leaf Poultry - Member of Maple Leaf Foods Inc., production, Toronto, Ont.	600	2.3	2.4	36.0	2005-09-23
Wholesale and Retail Trade (1 agreement)	850	3.0	3.5	75.0	
Corp. des concessionnaires d'automobiles de la région de Québec, mechanics, Québec, Que.	850	3.0 *	3.5	75.0	2009-02-11
Transportation (3 agreements)	52,990	2.9	2.8	48.0	
Canada Post Corporation, mail carriers, inside workers and technical employees, Canada-wide	48,000	3.0 *	3.0	48.0	2007-01-31
Greyhound Canada Transportation Corp., bus drivers, system-wide	1,420	2.5	2.0	48.0	2006-12-31
Montreal Transit Commission, bus drivers, Montréal, Que.	3,570	1.7 *	0.0	48.0	2007-01-07
Information and Culture (1 agreement)	700	3.0	3.5	24.0	
Canadian Broadcasting Corporation, administrative services employees, Que. and N.B.	700	3.0	3.5	24.0	2005-09-25
Education, Health and Social Services (3 agreements)	5,180	5.1	5.1	21.9	
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga, Ont.	3,040	6.6	6.6	12.0	2004-08-31
University of Saskatchewan, professors, Saskatoon, Sask.	1,000	3.1	3.0	36.0	2005-06-30
Upper Canada District School Board, office and clerical employees, Brockville, Ont.	1,140	3.0	3.0	36.0	2005-08-31
Public Administration (3 agreements)	10,730	2.7	2.5	47.7	
City of Edmonton, inside employees, Edmonton, Alta.	2,500	3.3	3.0	36.0	2005-12-24
City of Montreal, firefighters, Montréal, Que.	2,230	1.8	2.0	60.0	2006-12-31
City of Ottawa, inside and outside employees, Ottawa, Ont.	6,000	2.8	2.5	48.0	2004-12-31
Agreements with COLA (4 agreements)	53,360	2.9 *	2.8	48.2	
Agreements without COLA (11 agreements)	20,280	3.3	3.1	42.0	
All Agreements (15 agreements)	73,640	3.0	2.9	46.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	May02-Sep.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sep.03
•Canada Customs and Revenue Agency	PSAC and PIPS	41,480	B	Oct. 03/Dec.03
•Bell Canada	CEP and Canadian Telephone Assn.	8,500	B	Nov.03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of New Brunswick	CUPE (health)	5,800	B	June 03
•Government of Quebec	various unions	315,150	B/MED	Jun.03/Dec.03
•SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	19,230	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	13,500	CO	Aug. 03
•Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Sept. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	7,500	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	8,000	B	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•CP, CN and Via Rail	various unions	24,600	B	Dec.02 / Dec.03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B	April 03

Status* :

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Wage Data for the Third Quarter 2003 for Small, Medium and Large Bargaining Units

Among the 72 collective bargaining settlements reached in the third quarter of 2003, 28 settlements were in small bargaining units (between 100 and 499 employees), 31 were in medium bargaining units (500 to 1,999 employees), and 13 were in large bargaining units with 2,000 employees or more.

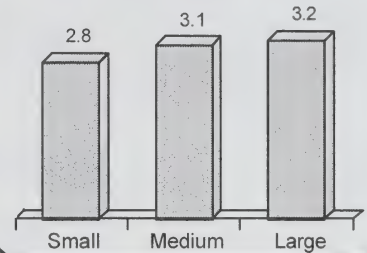
SMALL bargaining units reported an average increase of **2.8 per cent**. Public sector settlements provided an average increase of **3.5 per cent**, much higher than the **private sector** wage adjustment of **1.5 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.1 per cent** while **entertainment and hospitality** and **wholesale and retail trade** sectors reported the lowest average at **1.2 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in **Ontario** to a low of **1.9 per cent** in the **Federal** jurisdiction.

MEDIUM bargaining units reported a third quarter average wage increase of **3.1 per cent**. Public sector settlements resulted in an average increase of **3.5 per cent**, compared to the **private sector** figure of **2.4 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.0 per cent** while **entertainment and hospitality** and **wholesale and retail trade** sectors reported the lowest average at **1.8 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.2 per cent** in **Quebec** to a low of **2.0 per cent** in the **Multiprovince** category.

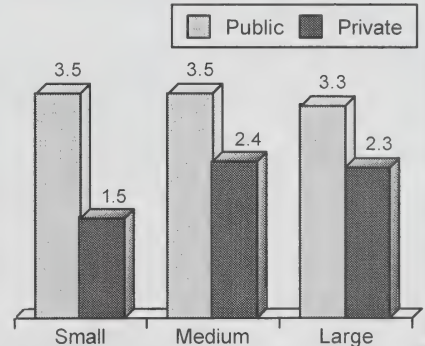
entertainment and hospitality reported the lowest average at **1.8 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **4.2 per cent** in the **Atlantic Provinces** to a low of **2.0 per cent** in the **Multiprovince** category.

LARGE bargaining units reported a wage increase of **3.2 per cent**. Settlements in the **public sector** provided an average increase of **3.3 per cent** while the **private sector** resulted in an average low of **2.3 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.4 per cent** while the **manufacturing** sector reported the lowest increase at **2.1 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in the **Prairie Provinces** to a low of **1.8 per cent** in **Quebec**.

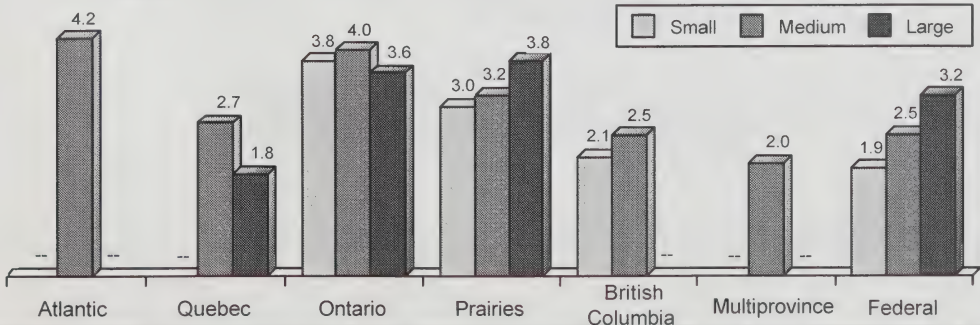
**Wage Adjustments
by Size of Bargaining Units
Third Quarter 2003**



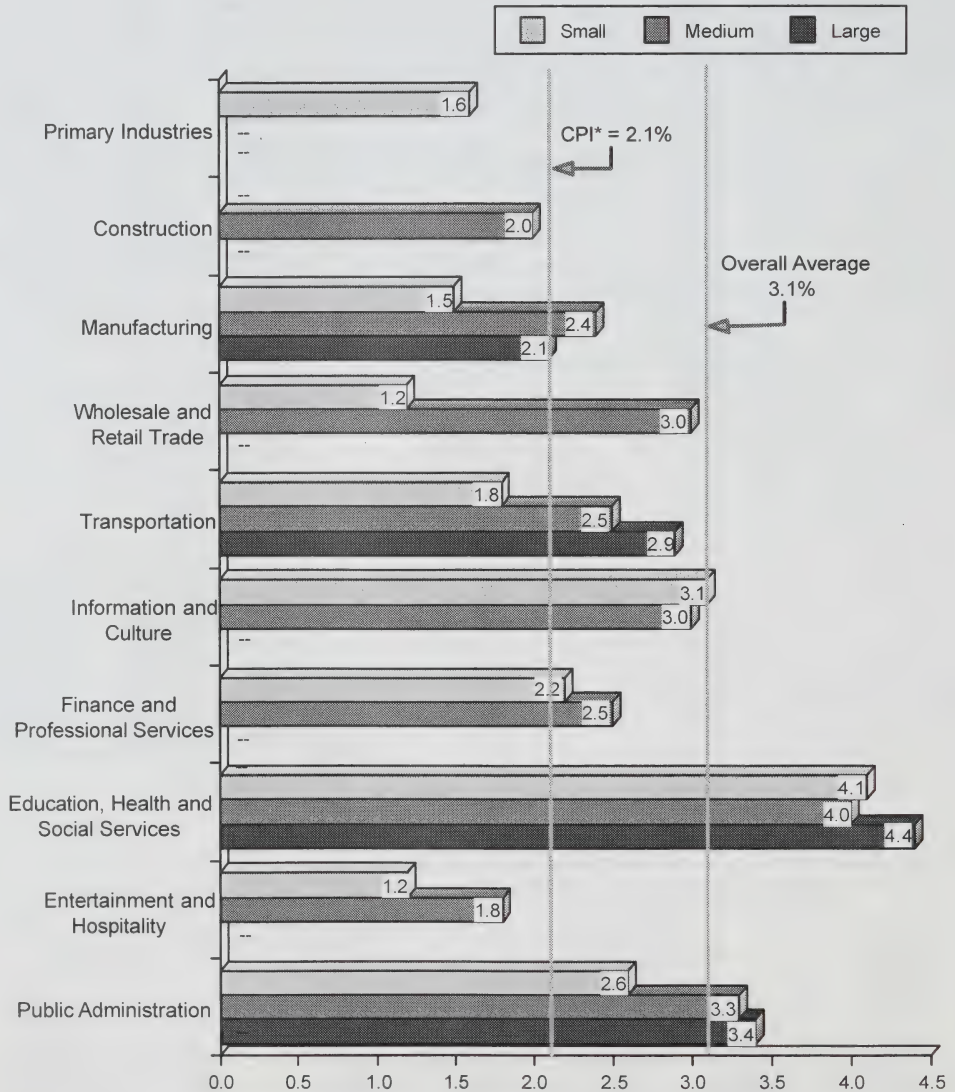
Wage Adjustments by Public and Private Sectors, Third Quarter 2003



**Wage Adjustments by Size of Bargaining Units and
by Region/Jurisdiction, Third Quarter 2003**



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Third Quarter 2003**



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN SEPTEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Manufacturing (2 agreements)					
MTD Products Limited, production, Kitchener, Ont.	450	1.7	2.0	36.0	2006-09-14
Weyerhaeuser Canada, mill employees, Kamloops, B.C.	410	2.2	2.5	60.0	2008-04-30
Transportation (2 agreements)					
NAV CANADA, engineers, office empls., Canada-wide	260	2.6	2.5	48.0	2004-04-30
Via Rail Canada Inc., locomotive engineers, system-wide	350	2.3	2.0	36.0	2003-12-31
Information and Culture (2 agreements)					
Edmonton Public Library, librarians, Edmonton, Alta.	470	3.3	3.0	36.0	2005-12-24
Télébec Itée, office and clerical employees, Montréal, Que.	310	2.7	2.5	49.0	2007-11-01
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, laboratory technicians, Chalk River, Ont.	410	2.2	1.9	36.0	2006-03-31
Education, Health and Social Services (2 agreements)					
Lakehead University, professors, Thunder Bay, Ont.	320	5.6	9.0	36.0	2006-06-30
St. James-Assiniboia School Division No. 2, office and clerical employees, Winnipeg, Man.	320	3.0	3.0	24.0	2004-06-30
Public Administration (1 agreement)					
City of Abbotsford, inside and outside employees, Abbotsford, B.C.	390	2.5	2.5	24.0	2004-12-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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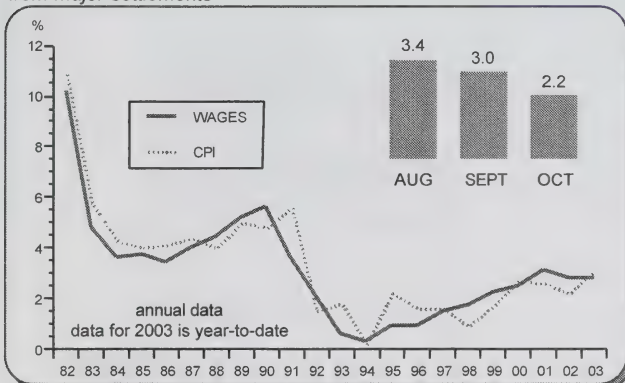


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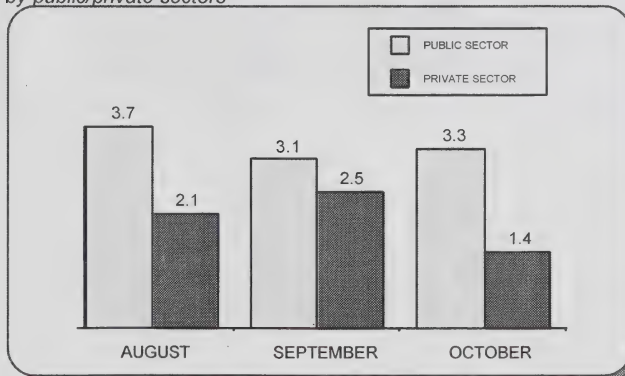
The Wage Settlements Bulletin

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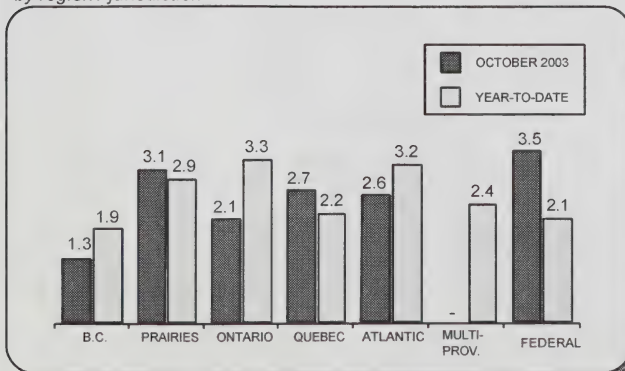
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2003

Major collective bargaining settlements reached in **October 2003** provided base rate wage increases averaging **2.2 per cent** annually over the term of the contracts. These results are based on a review of 26 settlements with a coverage of 46,290 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7 per cent, a larger gain than in their current settlements. Contract duration in October averaged 41 months, compared to 44 months in the previous round of settlements.

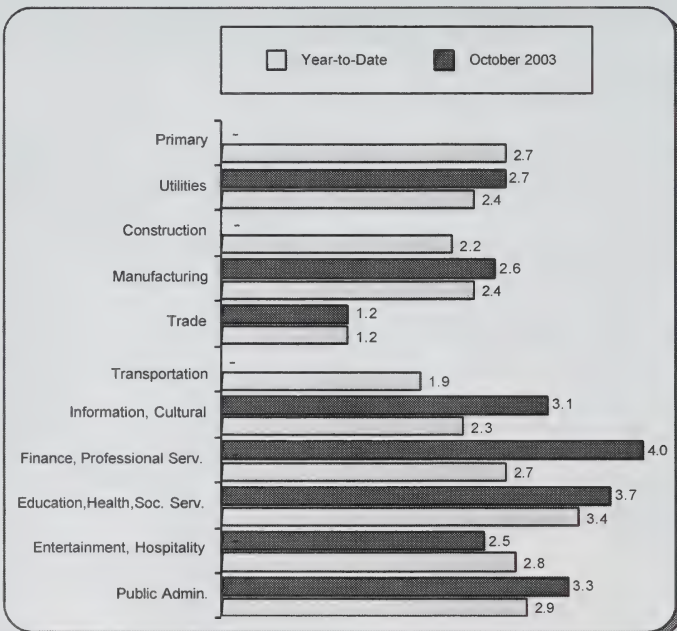
Wage increases in the first 10 months of 2003 (January to October) averaged 2.7 per cent for 528,770 employees in 292 major settlements.

The majority of employees covered in October 2003 major settlements were in the private sector (38.5 per cent of all agreements covering 60.8 per cent of all workers). The **public-sector** average for 18,130 employees in 16 agreements was **3.3 per cent**. **Private-sector** wage increases in October were lower at **1.4 per cent** for 28,160 employees in 10 settlements.

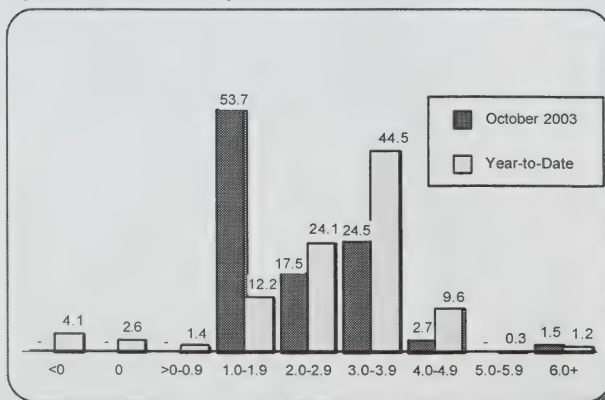
On a regional/jurisdictional basis, the largest concentration of employees (43.2 per cent) and agreements (26.9 per cent) were in Ontario; wage increases in this jurisdiction averaged 2.1 per cent. The largest average increase, at 3.5 per cent, was in the Federal jurisdiction and Alberta; in the Prairie provinces wage gains averaged 3.1 per cent; in Quebec, 2.7 per cent, in the Atlantic Provinces, 2.6 per cent and the lowest average increase was recorded in British Columbia at 1.3 per cent.

On an industry basis, the largest concentration of employees was in the retail **trade** sector with 23,930 employees (51.7% of all workers) in four agreements; this sector also recorded the smallest average increase in wage settlements, at **1.2 per cent**. The second smallest average wage increase, at **2.5 per cent**, was recorded in the **entertainment and hospitality** sector, involving two Quebec casino agreements covering 1,600 employees. The largest average increase was recorded in **finance and professional services**; two agreements covering 1,250 employees averaged increases of **4.0 per cent**. For the remaining industries, average wage increases in descending order of magnitude were: the **education, health and social services** sector at **3.7 per cent**; **public administration** at **3.3 per cent**, and **information and culture** at **3.1 per cent**; **utilities** at **2.7 per cent** and **manufacturing** at **2.6 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, October 2003

	Agreements	Employees
Atlantic Provinces	3	2,930
Quebec	6	5,000
Ontario	7	19,990
Prairie Provinces	5	6,240
British Columbia	3	10,930
Multiprovince	-	-
Federal	2	1,200

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2003			Year to date	2003		
				1	2	3		Aug	Sep	Oct
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.8	2.6	3.1	2.7	3.4	3.0	2.2
Non-COLA	2.5	3.2	2.8	2.8	2.6	3.3	2.8	3.7	3.3	2.4
COLA	2.4	3.2	3.6	1.9	2.4	2.9	2.5	2.1	2.9	1.8
First Year Adjustment	2.3	3.4	3.0	3.0	2.4	3.3	2.7	3.5	2.9	2.0
Non-COLA	2.3	3.4	2.9	3.1	2.5	3.6	2.8	3.6	3.2	2.6
COLA	2.5	3.3	4.2	1.6	1.7	2.8	2.2	2.8	2.8	0.9
Industries										
Primary	2.1	2.7	2.1	1.5	3.8	-	2.7	-	-	-
Utilities	3.5	2.5	2.4	3.9	2.2	2.7	2.4	-	2.7	2.7
Construction	3.6	3.2	1.2	-	2.4	1.8	2.2	-	1.8	-
Manufacturing	2.6	2.6	3.5	2.4	2.4	2.3	2.4	2.1	2.5	2.6
Wholesale and Retail Trade	1.7	1.6	1.9	-	1.0	3.0	1.2	-	3.0	1.2
Transportation	2.4	2.8	2.9	2.5	0.3	2.9	1.9	2.6	2.9	-
Information and Cultural Industries	2.9	3.2	3.0	1.4	2.9	3.0	2.3	-	3.0	3.1
Finance, Professional Services	1.8	2.2	2.1	2.7	2.0	2.5	2.7	2.5	-	4.0
Education, Health, Social Services	2.6	3.5	3.0	2.9	3.4	4.3	3.4	3.9	5.1	3.7
Entertainment, Hospitality Industry	3.0	4.0	2.4	3.3	3.3	1.8	2.8	-	-	2.5
Public Administration	2.3	3.1	2.6	2.7	2.8	3.0	2.9	3.8	2.7	3.3
Jurisdictions										
Newfoundland and Labrador	3.7	5.0	6.6	3.0	-	5.0	3.4	-	-	-
Prince Edward Island	2.2	3.1	4.9	3.6	-	-	3.2	-	-	3.0
Nova Scotia	2.2	3.7	2.4	3.4	3.1	3.3	3.3	-	-	2.0
New Brunswick	2.8	3.4	2.7	2.3	3.8	-	2.6	-	-	2.2
Quebec	2.4	2.8	2.1	1.8	2.4	1.9	2.2	-	2.1	2.7
Ontario	2.6	2.9	3.0	3.1	3.6	3.7	3.3	3.4	3.9	2.1
Manitoba	2.6	2.4	4.0	3.1	2.0	3.8	2.8	4.1	2.7	2.7
Saskatchewan	3.5	2.9	3.9	3.6	2.6	3.1	3.0	-	3.1	-
Alberta	4.7	5.1	5.0	3.5	2.4	3.3	3.0	3.3	3.3	3.5
British Columbia	1.6	3.1	1.9	2.3	1.5	2.5	1.9	-	-	1.3
Multi-Province	2.7	3.0	3.3	-	2.7	1.8	2.4	-	1.8	-
Federal Jurisdiction	2.2	3.0	2.9	2.1	0.8	3.1	2.1	2.3	3.0	3.5
Public Sector	2.5	3.3	2.9	2.9	3.2	3.2	3.1	3.7	3.1	3.3
Private Sector	2.4	3.0	2.6	2.4	0.7	2.3	1.4	2.1	2.5	1.4
Consumer Price Index	2.7	2.6	2.2	4.4	2.8	2.1	3.0	2.0	2.2	1.6

Data for the month of October are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	3,510	2.7	3.0	36	
Manitoba Hydro, office and clerical employees, province-wide, Man.	1,030	2.7*	3.0	36	2006-03-22
Manitoba Hydro, service and maintenance employees, province-wide, Man.	2,480	2.7*	3.0	36	2006-05-31
Manufacturing (3 agreements)	2,280	2.6	2.3	39.1	
I.M.P. Group Limited, plant and maintenance employees, Halifax County, N.S.	500	2.0*	2.0	36	2006-03-31
Johnson & Johnson Products Inc., hourly rated employees, Montréal, Que.	580	2.6	2.5	48	2007-04-30
Prevost Car inc., plant and maintenance employees, Ste-Claire, Que.	1,200	2.9*	2.3	36	2006-06-30
Wholesale and Retail Trade (4 agreements)	23,930	1.2	0.8	47	
Canada Safeway Limited, retail employees, province-wide, B.C.	8,000	1.3*	0.0	60	2008-03-29
Canada Safeway Limited, retail employees, province-wide, B.C.	2,230	1.3*	0.0	60	2008-03-29
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide, Ont.	13,000	1.1	1.5	36	2006-09-23
Overwaitea Food Group (Overwaitea Foods and Save-On-Foods), retail employees, province-wide, B.C.	700	1.3*	0.0	60	2008-03-29
Information and Culture (2 agreements)	1,180	3.1	3.6	38.2	
Bravo! CHUM Television, Citytv, Drive-In Classics, broadcast and TV employees, Toronto, Ont.	650	3.0	4.0	40	2006-10-31
Calgary Public Library Board, librarians, Calgary, Alta.	530	3.3	3.0	36	2006-03-31
Finance and Professional Services (2 agts.)	1,250	4.0	4.0	56.2	
Atomic Energy of Canada Limited, engineers, Ont. and Que.	550	4.0	4.0	36	2005-12-31
Les Caisses populaires du Saguenay-Lac St-Jean, office and clerical employees, Saguenay-Lac-St-Jean region, Que.	700	4.0	4.0	72	2009-08-31
Education, Health and Social Services (6 agts.)	5,910	3.7	3.8	30.5	
Capital Care Group, health service-non-professionals, Edmonton, Alta.	600	3.7	5.5	24	2005-06-30
Dufferin-Peel Catholic District School Board, plant and maintenance employees, Mississauga, Ont.	710	6.6	6.6	12	2004-09-30
Government of New Brunswick, educational services, province-wide, N.B.	730	2.2	3.0	60	2007-04-30

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2003 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Halton District School Board, elementary teachers, Burlington, Ont.	1,550	3.9	3.0	24	2004-08-31
Health Authorities of Prince Edward Island, health and social care professionals, province-wide, P.E.I.	1,700	3.0	3.2	36	2006-03-31
Ottawa-Carleton Catholic District School Board, office and clerical employees, Ottawa, Ont.	620	3.0	3.0	24	2005-08-31
Entertainment and Hospitality (2 agreements)	1,600	2.5	2.5	48	
Resto-Casino Inc. (Casino de Montreal), hotel and restaurant employees, Montréal, Que.	600	2.5	2.5	48	2007-03-31
Société des casinos du Québec inc., casino employees, Montréal, Que.	1,000	2.5	2.5	48	2007-03-31
Public Administration (5 agreements)	6,630	3.3	3.2	29.3	
Alberta Treasury Branches, administrative services employees, province-wide, Alta.	1,600	3.5	3.5	24	2005-03-31
City of Hamilton, firefighters, Hamilton, Ont.	500	3.6	3.9	36	2005-12-31
City of Toronto, firefighters, Toronto, Ont.	3,000	3.5	3.5	24	2003-12-31
Niagara Regional Police Services Board, police officers, Niagara Region, Ont.	610	3.7	3.8	36	2005-12-31
Ville de Longueuil, inside employees, Longueuil, Que.	920	1.6	1.0	48	2006-12-31
Agreements with COLA (7 agreements)	16,140	1.8*	0.9	52.3	
Agreements without COLA (19 agreements)	30,150	2.4	2.6	35.2	
All Agreements (26 agreements)	46,290	2.2	2.0	41.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
*Government of Canada	various unions	114,320	B/CO	May02-Dec.03
*Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
*Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec.03
*Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
*Nova Scotia Power Inc.	IBEW	1,100	B	March 03
*Nova Scotia Assn. of Health Orgs.	N.S. Nurses Union	4,000	B	Oct. 03
*Government of New Brunswick	CUPE (health)	5,800	B	June 03
*Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
*Government of Quebec	various unions	323,470	B	June 02/ 03
*SAQ (Quebec Liquor Stores)	Synd. des empl. de la SAQ	3,500	B	Dec. 02
*City of Montréal	various unions	19,230	B/ARB	April 02
*GO Transit (Ont.)	ATU	780	CO	July 03
*College Compensation and Appointments Council (Ont.)	OPSEU	13,500	CO/TENT	Aug. 03
*Ontario Power Generation	Society of Energy Professionals	3,93	B	Dec.. 03
*Ontario Nursing Homes	SEIU	3,200	B	Dec.. 03
*Government of Manitoba	MGEU	12,590	TENT	Mar. 03
*Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
*Sask Power	IBEW	1,340	B	Dec.. 03
*Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
*Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
*Alberta Construction	various unions	20,000	B/MED	April 03
*TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
*Vancouver and other cities	various unions	4,000	B	Dec. 02
*B.C. Forest Industry	IWA-Canada	19,500	B/WS	June 03
*B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec.. 03
*Government of Nunavut	PSAC	2,500	B	Mar. 03
*CP / CN / VIA Rail	various unions	23,660	B/TENT	Dec. 02/ 03
*Pipeline Contractors	Labourers, Oper. Eng.	4,000	B/TENT	April 03
*Bell Canada	CEP and CTEA	8,000	B	Nov./Dec. 03

Status*:

ARB arbitration
 B bargaining
 B/WS bargaining after work stoppage
 CO conciliation

MED mediation
 M/WS mediation after work stoppage
 PAB post-arbitration bargaining
 PCB post-conciliation bargaining

PMB post-mediation bargaining
 TENT tentative agreement
 WS work stoppage
 LEG legislated agreement

Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 436 collective bargaining settlements reached to date (January to October), 144 settlements were in small bargaining units (between 100 and 499 employees), 231 were in medium bargaining units (500 to 1,999 employees), and 61 were in large bargaining units with 2,000 employees and over.

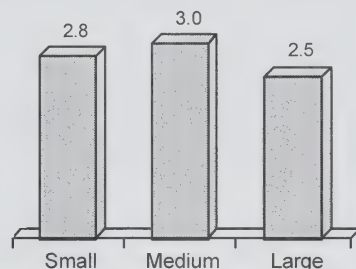
SMALL bargaining units reported an average increase of **2.8 per cent**. **Public sector** settlements provided an average increase of **3.2 per cent**, higher than the **private sector** wage adjustment of **2.4 per cent**. On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while the **entertainment and hospitality** sector reported the lowest average at **2.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.2 per cent** in **British Columbia**.

MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent**. **Public sector** settlements resulted in an average increase of **3.2 per cent**, compared to the **private sector** figure of **2.4 per cent**. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent**

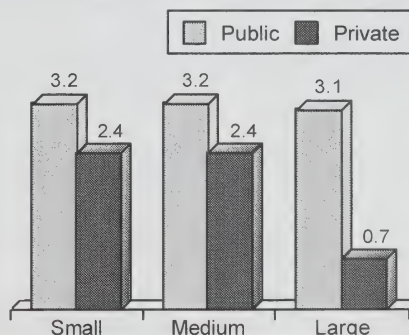
while **construction** reported the lowest average at **2.2 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.0 per cent** in **British Columbia**.

LARGE bargaining units reported a wage increase of **2.5 per cent**. Settlements in the **public sector** resulted in an average increase of **3.1 per cent** compared to **0.7 per cent** in the **private sector**. The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.0 per cent**. On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in **Ontario** to a low of **1.5 per cent** in **British Columbia**.

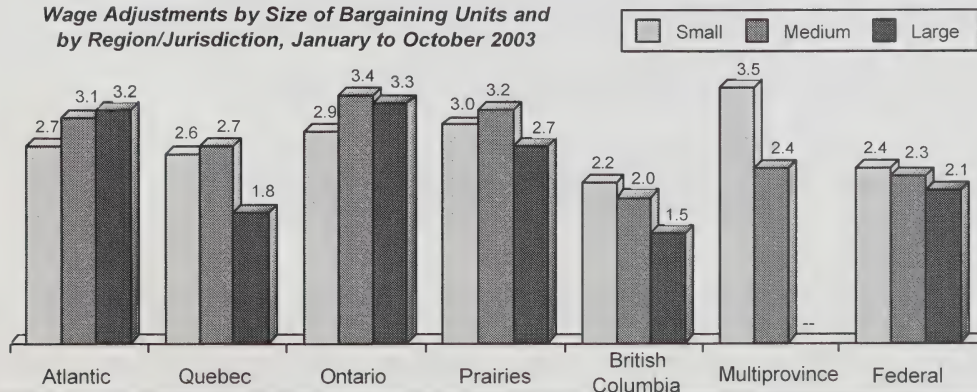
Wage Adjustments by Size of Bargaining Units, January to October 2003



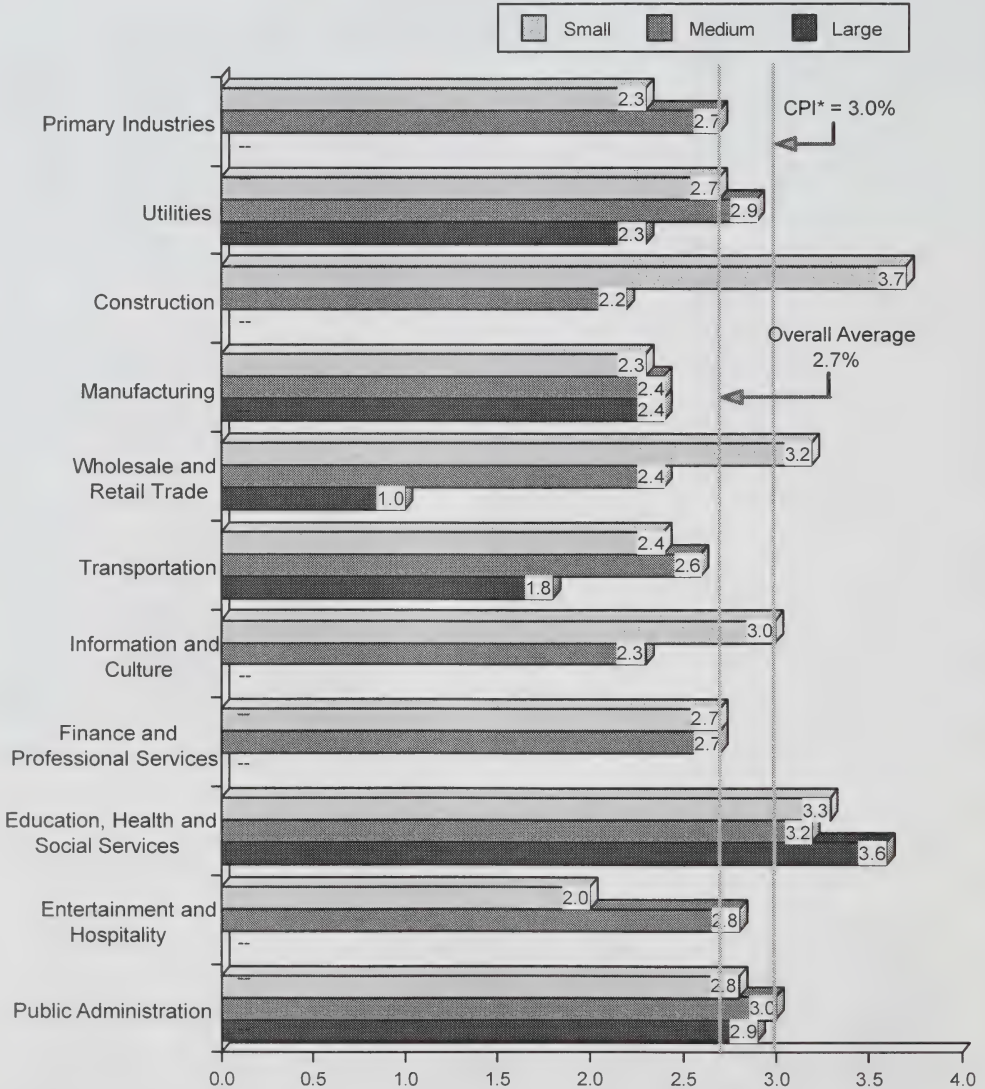
Wage Adjustments by Public and Private Sectors, January to October 2003



Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction, January to October 2003



**Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to October 2003**



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
yyyy/mm/dd					
Primary Industries (1 agreement)					
Agrium Inc., mill employees, Vanscoy, Sask.	310	2.7	2.7	36	2006-04-30
Utilities (1 agreement)					
Manitoba Hydro, utility workers, Winnipeg, Man.	360	2.0 *	3.0	36	2005-12-28
Manufacturing (2 agreements)					
Maple Leaf Pork, Division of Maple Leaf Meats Inc., plant and maintenance employees, Lethbridge, Alta.	280	3.2	3.9	36	2006-03-31
Natco Canada Ltd., production, Calgary, Alta.	110	1.0	0.0	24	2005-07-31
Transportation (2 agreements)					
Waterfront Foremen Employers Association, foremen, Vancouver, B.C.	430	2.6	2.7	51	2007-03-31
Westshore Terminals Ltd., longshoremen, Delta, B.C.	300	2.6	2.4	48	2007-01-31
Finance, Professional Services (1 agreement)					
Atomic Energy of Canada Limited, scientific and other professionals, Chalk River, Ont.	410	4.2	4.0	36	2006-06-30
Education, Health and Social Services (1 agreement)					
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	350	2.3	2.3	12	2004-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB)*.

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200

to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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